

A professional photograph of a woman with dark hair, smiling and standing with her arms crossed. She is wearing a light-colored blazer over a dark top. The background is a bright, out-of-focus office interior.

GENDER Pay Gap

INTRODUCTION

Since 2017, any organisations based in England, Scotland or Wales, with at least 250 employees, must publish and report on specific figures about its gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The figures must be calculated using a specific reference date, called the ‘Snapshot Date’.

The relevant snapshot date for Brookson Solutions Limited is 5 April each year.

These gender pay gap measures are not a representation of equal pay.

THE REPORTING REQUIREMENTS

- Average gender pay gap as a mean average.
- Average gender pay gap as a median average.
- Average bonus gender pay gap as a mean average.
- Average bonus gender pay gap as a median average.
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- Proportion of males and females when divided into four groups ordered from lowest to highest pay (Pay Quartiles).

Reporting Requirement	Percentage Difference (%)
Mean Difference in Hourly Rate	-17.09%
Median Difference in Hourly Rate	14.13%
Mean Difference in Bonus Payment	0
Median Difference in Bonus payment	0

BONUSES

As no bonuses are paid by Brookson Solutions Limited, the necessary data is recorded as 0.

PAY QUANTILES

	MEN %	WOMEN %	NO. OF MEN	NO. OF WOMEN
UPPER (75-100%)	82.38	17.62	416	89
UPPER MIDDLE (50-75%)	84.39	15.61	427	79
LOWER MIDDLE (25-50%)	78.85	21.15	399	107
LOWER (0-25%)	76.09	23.91	385	121
TOTAL			1,627	396



WRITTEN STATEMENT

As noted in the previous report, the number of Brookson Solutions' employees had significantly increased, this has continued to grow again with an increase from 1,894 to 2,023; this growth is likely due to the continued effect of the recent Off-Payroll Working Rules ("IR35") changes in April 2021. Umbrella employment, such as that offered by Brookson Solutions, is a beneficial arrangement to those Off-Payroll Workers assessed as Inside IR35 as it ensures correct taxes are deducted and paid and provides the stability and benefits associated with employment. An umbrella solution is also beneficial to end-hirers as they are not required to undertake IR35 assessments of those workers engaged via an umbrella company as PAYE deductions are already being made.

Whilst the increase in employees is largely males, the mean gender pay gap has remained a negative percentage with the average female pay being higher than the average male pay.

Furthermore, although there is a significant difference in the proportion of male compared to female employees, this can be explained by the fact that Brookson Solutions predominantly employ individuals in male dominated sectors such as engineering. This difference may also be further explained by the fact that umbrella employment is akin to contracting which often includes short-term assignments, with little or no notice periods. With flexible payment dates and rates there is an inherent risk that there will be times with no work available or that services

are no longer required. Evidence suggests women prioritise job security and regular income which come with traditional employment, therefore making an umbrella employment solution less attractive to women reducing the number of women who choose to operate this way.

HOW WE WILL REDUCE THE GAP

Due to the nature of the services Brookson Solutions Limited provides as an umbrella company, its employees tend to source their own work or use a recruitment to do so, therefore Brookson Solutions has little involvement in arranging or negotiating the employee's rates of pay. Brookson Solutions trust that recruiters have the necessary understanding of current market relevant rates for the services provided by our employees.

Brookson Solutions will continue to work with trusted recruitment agencies, this relationship will continue to ensure adequate and equal pay rates are offered to its employees. Brookson Solutions is committed to ensuring accessibility to all contracting roles and recognises the need to attract talented individuals for each role, regardless of gender.