

TotalRecruit
All Out Recruitment

The leadership team at Total Recruit believe all our employees are as important despite gender. We make decisions fairly on our pay grades which attract and retain the best workforce.

The gender pay gap measures the difference between men and women average earnings per hour and is expressed as a percentage of men's pay. Our mean Gender Pay Gap is 2.94%.

We believe the difference forms from pay rates being higher in different sectors across our clients in the temporary market. The percentage is also affected by the number of employees allocated in different areas of the UK.

Total Recruit are confident that men and women are paid equally for doing similar assignments within our clients and within our business. Our results are based upon 98% of employees being temporary workers. All are paid the same hourly rate as instructed by our clients, for the same work, irrespective of gender.

Total Recruit promote equality ensuring everyone is rewarded fairly for their contribution. We review our recruitment and employment policies to ensure they are non-discriminatory and ensure our employees receive fair and equitable treatment during the recruitment and selection process.

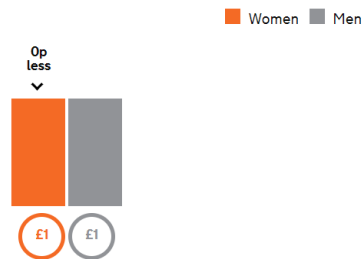
I confirm that the published information in relation to the gender pay gap is accurate.

Tracey Oxley

Director

Hourly pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.4% lower than men's.

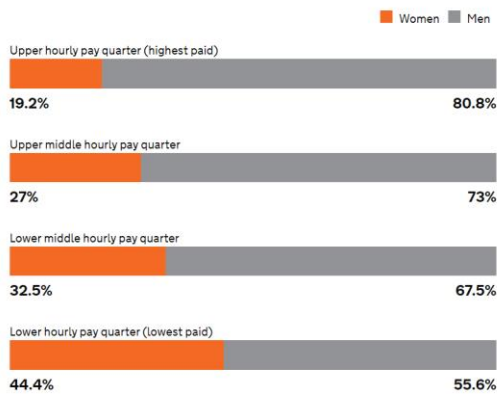


When comparing mean (average) hourly pay, women's mean hourly pay is 143% higher than men's.

► [About median and mean](#)

The percentage of women in each pay quarter

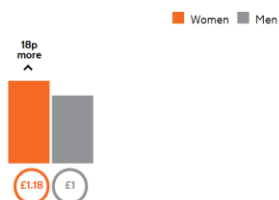
In this organisation, women occupy 19.2% of the highest paid jobs and 44.4% of the lowest paid jobs.



► [About pay quarters](#)

Bonus pay gap

In this organisation, women earn £1.18 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 17.5% higher than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 19.2% lower than men's.

Who received bonus pay

2.5% of women

1.7% of men