



1ST CHOICE RECRUITMENT

Gender Pay Gap Report

Report published
March 2025

 www.1stchoicerec.com

What is the Gender Pay Gap Report?

Under the Equality Act 2010, all organisations which employ 250 people or more are required to publicly report the difference between the average earnings of all men and women employees, regardless of their role or seniority. This is expressed as a percentage of men's earnings. However, this report does not involve publishing individual employee's data.

It is important to understand the distinction between the gender pay gap and equal pay. The gender pay gap examines the overall balance of compensation between men and women across all levels of an organisation. It looks at disparities in both base pay and bonuses. Equal pay, on the other hand, specifically focuses on ensuring men and women receive the same compensation for performing work of equal value.

This document is 1st Choice's Gender Pay Gap Report and presents our pay findings, along with the steps we will take to further improve our results.



Why is 1st Choice reporting?

While 1st Choice manages its core business operations with a small internal team, as a recruitment agency, we supply temporary staff through contracts for service. Combined, these exceed the 250-person threshold that requires gender pay gap reporting under current legislation.

While temporary staff pay rates are set by our clients, we are committed to workplace equality and closing the gender pay gap. We make efforts to put forward qualified candidates regardless of gender for each open role. There is always room for improvement, and we continually review our practices across all sectors and position levels to ensure fair representation and pay.

We recognise that fair compensation based on skills and contribution rather than gender is not only a matter of ethical business practice but also drives organisational success. Our company is committed to the fundamental principle that an individual's expertise, performance and qualifications should be the sole determinants of their pay. At 1st Choice, we continually work toward creating an equitable workplace where equal work receives equal reward, benefiting both our business outcomes and the broader goal of a more balanced society.



Our findings

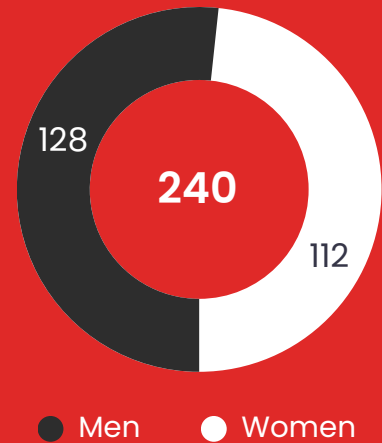
Mean and Median Gender Pay Gap Hourly pay

A gender pay gap is the difference between the hourly rate of pay for all men and all women. Two types of gender pay gap are reported on:

Mean hourly pay gap: the difference between the average hourly earnings of men and the average hourly earnings of women

Median hourly pay gap: the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women

Snapshot headcount

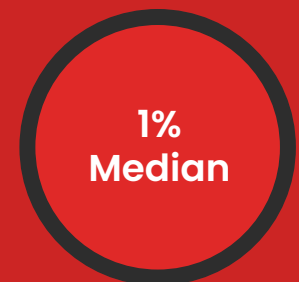


Ordinary pay, expressed as an hourly rate, is used to calculate the mean and median gender pay gaps. This includes basic pay, allowances and any bonus payments made in April 2024. Overtime payments are not included.

The figures on the right show the overall mean and median gender pay gap in our organisation.

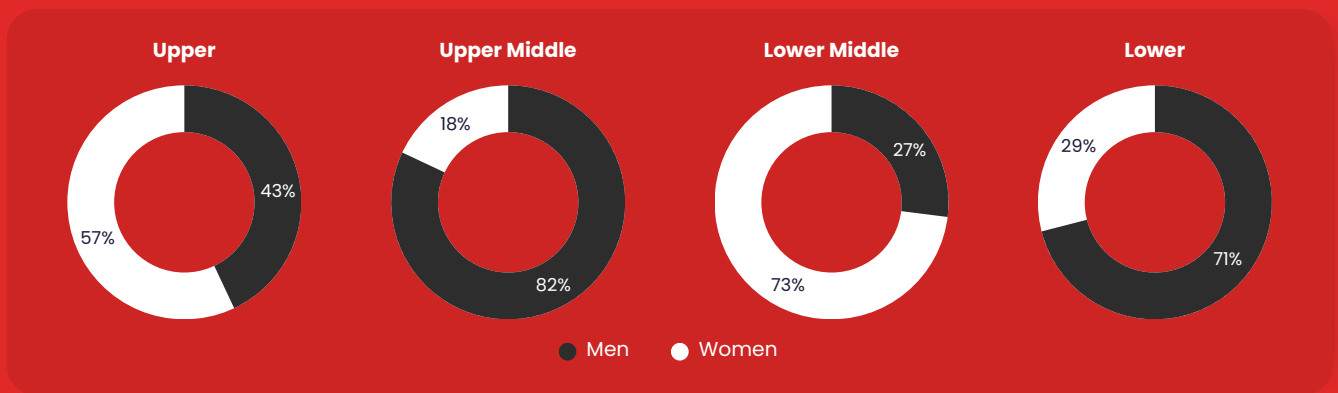
Our (mean) pay gap stands at -2%. The mean can be defined as the average employee hourly rate; in other words, female employees' mean hourly rate is 2% higher than male employees.

Our (median) pay gap also stands at 1%. The median can be defined as the middle number in a ranked list of hourly rates; in other words, females median hourly rate is 1% lower than male employees.



Our findings: Pay Quartiles

Quartile bands split the workforce into four equal quarters by amount paid. Pay quarters give an indication of women's representation at different levels of the organisation. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.



Bonus Pay Gap

This highlights the split between men and women that received a bonus.



Written statement

At 1st Choice Recruitment, we're committed to tackling inequality and under-representation, creating an inclusive environment and reflecting the communities we serve.

We will continue to monitor, identify and reduce gender pay gaps through:

- 01** Improving understanding of the gender pay gap to our clients by sharing these findings and highlighting actions they can take to reduce it.
- 02** We will continue to monitor pay to see the effects of our actions on the gender pay gap and identify any gender bias.
- 03** Internal training to ensure we are promoting equality and inclusion within all job postings.

While temporary staff pay rates are set by our clients, we are committed to workplace equality and closing the gender pay gap. We make efforts to put forward qualified candidates regardless of gender for each open role. There is always room for improvement, and we continually review our practices across all sectors and position levels to ensure fair representation and pay.

Achieving pay equity is simply the right thing to do for a successful business and fair society. We believe talent and qualifications, not gender, should determine someone's compensation. As a company, we strive to uphold the principle of equal pay for equal work.

Confirmation statement

We confirm that the calculations in our report are accurate and have been calculated in accordance with Gender Pay Gap reporting requirements as outlined in the legislation and accompanying guidance.

Steven Pendergast

Steven Pendergast
Director

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