

Gender pay gap

Our gender pay gap report is produced annually in compliance with the Equality Act 2010 (Gender Pay Gap Information) legislation. Any organisation having 250 or more employees must publish and report specific figures about their gender pay gap at their “snapshot date”. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings.

Report for snapshot date April 2024

Women’s Mean Hourly Pay	8.40%	Higher
Women’s Median Hourly Pay	40.40%	Higher

Pay Quartiles	Men	Women
Upper hourly pay quarter	81.40%	18.60%
Upper middle hourly pay quarter	53.50%	46.50%
Lower middle hourly pay quarter	85.00%	15.00%
Lower hourly pay quarter	89.40%	10.60%

Bonus Pay consideration	Men	Women
Receiving bonus pay	0.00%	0.00%

Company statement

The Company confirms that the calculations in our report are accurate and have been calculated in accordance with the requirements.

Our employees are contractors who are sourced for temporary work assignments through recruitment agencies or directly by end clients, across a diverse selection of industries throughout the United Kingdom. As such, we do not control who is hired for a role, and rates of pay are negotiated without our involvement. Any discussions concerning pay take place exclusively between the prospective contractors and the agency or end hirer.

Unlike most other types of business, the gender mix and rates of pay for workers using an umbrella company such as iConsult, are outside of the company’s control.

