



# Gender Pay Gap Report

## 2017

expertise at work



# Gender Pay Gap Report

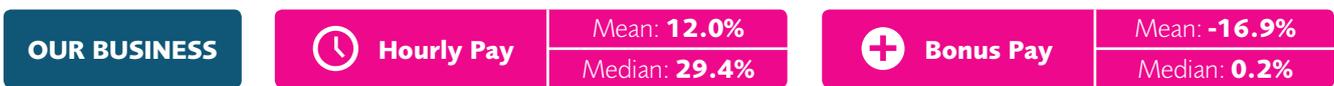


We directly employ 65 people working within our recruitment branches as full time employees, and are very proud of the gender equality that is already being achieved within our business.

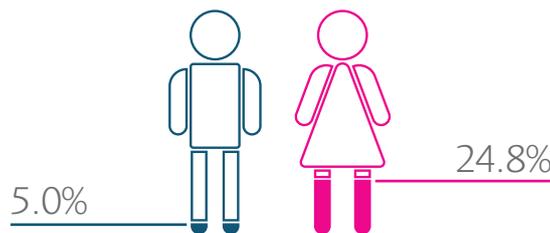
In addition we also employ over 1,000 PAYE weekly contractors and these individuals work across multiple technical and engineering contracts and sectors in a variety of different working arrangements.

The government's gender pay gap reporting provides NRL with an opportunity to assess how balanced we are overall as a business. From April 2017 all companies with more than 250 employees must report on their gender equality, and whilst NRL Limited's branch teams are relatively small, we must include temporary and contract PAYE workers which we engage for our clients, taking us over the reporting threshold.

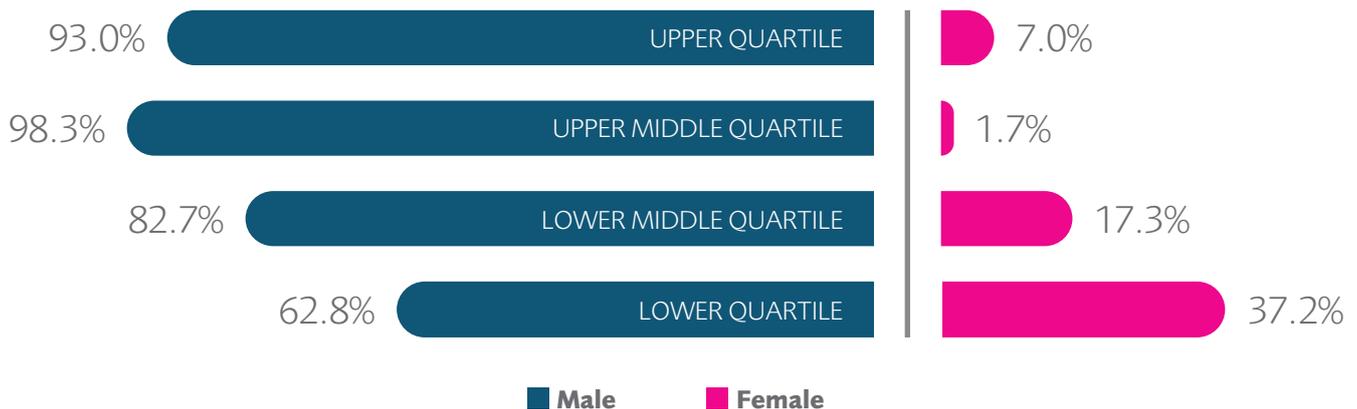
## Our gender pay gap as a business



### Proportion of male and female employees who received a bonus



### Proportion of male and female employees in each quartile



NRL is proud to operate within the technical and engineering sectors that provide the backbone to our country's infrastructure and development. Working within these key industry sectors however provides a certain number of challenges in delivering gender equality.

Across the media we have all seen reports of skills shortages for engineering roles in operations such as nuclear new build, with the key issues identified as a lack of experience to work at senior levels and a traditionally male orientated environment that did not always open doors to female workers.

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We are committed to encouraging people from all walks of life to take up careers in our technical industries; however these legacy issues provide a challenge for everyone operating within these markets. To ensure we deliver our recruitment services with complete integrity, this drive for equality is also evident across our branches - providing the same opportunities for women and men to progress within our business.

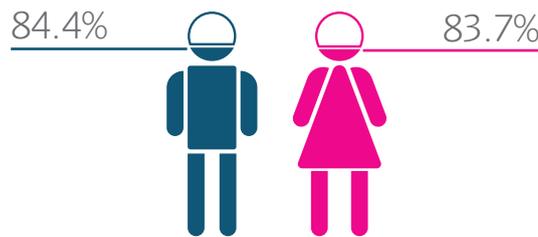
Therefore to fully evaluate our gender pay figures, we must assess any difference both within our own workforce, and the temporary workers we provide to our clients.

## Examining our branch colleagues

Looking at our branch colleagues, those directly employed by NRL to support our recruitment services, we can see our business strategy and culture is already delivering a strong balance of equality and opportunities for each and every employee regardless of gender.

<b>NRL LIMITED</b>	<b>Hourly Pay</b>	Mean: <b>30.7%</b>	<b>Bonus Pay</b>	Mean: <b>22.1%</b>
		Median: <b>24.1%</b>		Median: <b>41.2%</b>

### Proportion of male and female employees who received a bonus



### Proportion of male and female employees in each quartile



### Ben Humpage, Chief Financial Officer:

"I'm pleased to see we consistently achieve equality across our workforce, with employees of equal experience and ability paid the same wage regardless of gender. As a business built on strong values of integrity and accountability, we pride ourselves in providing equal opportunities for all colleagues, and have invested heavily in learning and development programmes that are available to everyone. We provide a full range of added benefits for full and part-time employees including childcare vouchers, flexible working and the ability to work from home."

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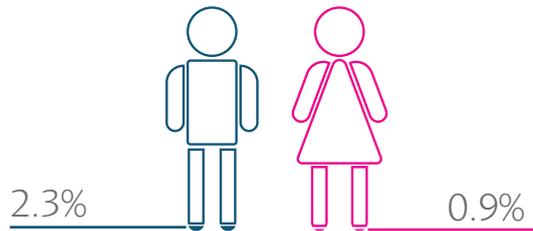


## Analysing our contractor community

By similar comparison we can evaluate the PAYE contractor workforce we supply to our clients and see how we compare with industry averages.

<b>OUR CONTRACTORS</b>	<b>Hourly Pay</b>	Mean: <b>8.1%</b>	<b>Bonus Pay</b>	Mean: <b>57.8%</b>
		Median: <b>27.8%</b>		Median: <b>-23.5%</b>

### Proportion of male and female employees who received a bonus



### Proportion of male and female employees in each quartile



### How do we compare within the industry?



Split of workforce

<sup>1</sup> <https://www.ecitb.org.uk/About-Us/Media-Centre/News/engineering-today-the-supply-and-demand-for-engineers-in-the-uk>  
<sup>2</sup> <https://www.constructionnews.co.uk/analysis/cn-briefing/women-in-construction-what-do-the-numbers-say/10029022.article?>

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## David Redmayne, Chief Operating Officer:

"As a temporary work employer we're committed to delivering equal opportunities to all of our candidates, which upon internal evaluation I'm pleased to see is being delivered by our recruitment branches on a daily basis. We do however recognise that as a major agency within technical sectors that have been historically male dominated, we have a part to play in helping encourage more women in technical roles.

The large proportion of the labour we provide our clients are for technical roles that require specific qualifications. We are extremely limited by the available talent that match this strict criteria, and are only seeing a small proportion of women applying for roles. Whilst we have no control or influence as to who applies for roles however, we must work with our clients to drive diversity elsewhere wherever possible across their temporary workforces."

## Our commitment to achieve a healthy balance

Our business values drive the way we do business and how we operate, acting as our moral compass.

This means that we're committed to continuing to support a diverse workforce with complete equality.

### Within our recruitment branches

- Continuing to deliver behaviours and processes that reflect our business values of integrity and accountability.
- Ensure our learning and development programme continues to support anyone in our business with the opportunity to develop and progress.

### Within our contractor community

- Strengthening our engagement with key industry initiatives that drive diversity within the industrial sectors we operate.
- Incorporating the gender equality message into our recruitment campaigns to help entice more women into technical roles.