

Gender Pay Gap Report 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender pay gap reporting legislation requires that from 2017, any organization that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

	Focused Consulting Limited	
Women's Mean Hourly Pay	10% Lower	
Women's Median Hourly Pay	8% Lower	
Pay Quartiles	Women	Men
Upper Quartile	53%	47%
Upper Middle Quartile	56%	45%
Lower Middle Quartile	57%	43%
Lower Quartile	56%	44%
Total Employee Split	54%	46%
Who received a bonus	0%	0%

Written statement

We employ thousands of UK contractors across many different sectors. Our employees source the majority of their assignments through recruitment agencies and often negotiate contract rates directly with the recruitment agency. Rates of pay can vary significantly dependent on the sectors and roles they engage in and, as a result, the published results above are affected by the mix of employees across these various sectors and roles. 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.