

# Gender Pay Gap Report 2020

Gender Pay Gap Reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The report is based on pay data as at 5<sup>th</sup> April 2020 and includes both our umbrella employees and head office staff. As a company we do not discriminate when taking on employees or establishing pay rates, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Gender Pay Gap

Women's hourly rate is	Mean	Median
	11.8% Higher	10.1% Higher

## Pay Quartiles

Men		Women
74.2%	Top Quartile	25.8%
88.7%	Upper Middle Quartile	11.3%
83.7%	Lower Middle Quartile	16.3%
87.0%	Lower Quartile	13.0%
83.4%	Total Employee Split	16.6%

## Bonus Pay Gap

Women's bonus pay is	Mean	Median
	0% Higher	0% Higher
Who received bonus pay	Men	Women
	0%	0%

## Written Statement

Crest Plus delivers payment and accountancy solutions for contractors in the UK and work with thousands of contractors in a range of sectors, from construction to healthcare.

Our umbrella solution directly employs contractors and freelance workers who work on fixed and flexible term contract assignments. Our employees find the majority of their assignments through recruitment agencies and Crest plus is mindful of the rates agreed, which are often set between the end client and their recruitment agency. Our gender pay results are reflective of the construction sector that Crest Plus primarily operates in. This sector is heavily male dominated which can be seen in the results of the pay quartiles where the percentage of men in each quartile is very high.

Crest Plus operates in sectors that also command higher rates of pay for females, this has resulted in the women's hourly pay being greater and why the percentage of women in the top pay quartile is higher than in the other pay quartiles. Sector changes this year have resulted in a drop in the hourly rate compared to the previous period. We are proud to report that our head office workforce is provided equal opportunities and talent is recognised and rewarded at all levels.



**Valerie Lawton – Joint Managing Director**