

Gender Pay Gap 2024

Introduction

Venn Group is an acknowledged leader in professional recruitment across the UK, where performance is rewarded.

As a recruitment business we are required to report on our gender pay gap figures for our employees as well as our agency workers. This report details our gender pay gap for employees and agency workers combined, however for the purposes of this report we have also separated out our employee only figures. We believe splitting the figures down to show our own employees is more representative of what the legislation is trying to achieve, as we have direct responsibility over their career development and pay, whereas the pay for our agency workers is set by our clients.

I confirm our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Deirdra Moynihan, Chief Executive Officer



What is Gender Pay Gap Reporting?

The Gender Pay Gap legislation requires all public, private, and voluntary sector organisations with 250 or more employees to report on their gender pay gap figures.

By measuring and comparing average earnings across all levels of an organisation, the legislation aims to highlight different earning levels and therefore a 'gap' in the level of pay. Recognising a gap in pay gives companies the opportunity to do everything they can to ensure all employees have the same opportunities and support to progress in their career and remove any potential barriers that may get in the way of this. For gender pay gap reporting, pay figures are analysed as hourly rates.

A gender pay gap is not the same as equal pay. Equal pay measures whether employees doing the same job are paid the same. Whereas gender pay compares employees across the whole organisation and can be affected by factors such as seniority and working patterns. Equal pay is a legal requirement, and we are confident our employees are paid fairly as we have robust policies in place to ensure this is the case.

Understanding the terminology

When measuring the gender pay gap, we calculate both the mean and median pay of male and female employees. A positive gender pay gap is the term used to describe when male employees are paid more than female employees; and a negative gender pay gap is the opposite.

Mean

The mean gender pay is calculated by adding up the hourly rates of all relevant employees and then dividing the figure by the number of employees recorded to get an average hourly rate. The mean gender pay gap is the difference between the average male hourly rate and the average female hourly rate shown as a percentage.

Median

The median gender pay is determined by ranking the hourly rates of both male and female pay from lowest to highest. You then take the middle number for both ranges and calculate the difference which is shown as a percentage.

Hourly Pay

Including employees and agency workers
Proportion of females and males employed

Total in relevant period	%	Number of EE's & Agency workers
Males	51.5%	586
Females	48.5%	551

	2021	2022	2023
Mean	24.8%	22.0%	17.0%
Median	14.8%	15.0%	5.5%

The data is based on all Venn Group employees and agency workers employed on the snapshot date of 5th April 2023. The data displays a positive gender pay gap across both calculations, with females being paid 17% less than males when considering the mean and 5% less when considering the median. When compared to 2022, the mean has decreased by 5%.

Proportion of females and males in each (salary) quartile band

	2021		2022		2023	
	Males	Females	Males	Females	Males	Females
Upper Quartile	58%	42%	58%	42%	60.1%	39.9%
Upper Middle Quartile	55%	45%	53%	27%	47.5%	52.5%
Lower Middle Quartile	43%	57%	47%	53%	44.7%	55.3%
Lower Quartile	41%	59%	38%	62%	53.7%	46.3%
Overall	49%	51%	49%	51%	51.5%	48.5%

The table above helps explain how the gender pay gap arises. As a business we have a higher proportion of males in the upper quartile (60.1%) and a higher proportion of females in the middle quartiles, when considering both internal employees and our agency workers.

Pay for our agency workers is set by our clients, leaving us with little influence. However, we try to actively advertise all of our client roles to a diverse range of suitable candidates across a number of platforms and have a number of procedures in place to limit the opportunity for bias during the recruitment process, including anonymising candidate CVs when they are sent to our clients.

Employees only
Proportion of females and males employed

Total in relevant period	%	Number of employees only
Males	49.8%	144
Females	50.2%	145

For maximum transparency, we are also reporting on our internal employee data only. This is where we are able to influence change through our industry leading training practices, ongoing professional development, various career opportunities, flexible working arrangements and specific diversity and inclusion initiatives.

	2021	2022	2023
Mean	26.3%	30.6%	31.3%
Median	19.4%	22.4%	21.4%

The data displays a positive gender pay gap across both calculations, with females being paid 31.3% less than males using the mean calculation and 21.4% using the median. Unfortunately, when comparing this data to 2022, our gender pay gap for internal employees has increased.

Proportion of females and males in each (salary) quartile band

	2021		2022		2023	
	Males	Females	Males	Females	Males	Females
Upper Quartile	68%	32%	68%	32%	70.8%	29.2%
Upper Middle Quartile	57%	43%	55%	45%	51.4%	48.6%
Lower Middle Quartile	56%	44%	51%	49%	43.1%	56.9%
Lower Quartile	33%	67%	34%	66%	34.2%	65.8%
Overall	53%	47%	52%	48%	49.9%	50.1%

A contributing factor to these results is the gender balance in the senior management team, where remuneration packages are higher, which has a higher proportion of males compared to females. Finally, our gender pay gap may be a result of the gender imbalance in our non-fee-earning roles. 63% of our Business Services function is female. When looking at the management roles within this function, the gender balance is equal. However, when considering the lower earning roles, the majority are occupied by females.

Bonus Pay

Including employees and agency workers

	2021		2022		2023	
	Males	Females	Males	Females	Males	Females
Proportion of males and females receiving a bonus	28.6%	16.4%	28.9%	25.3%	29.6%	32.1%
Mean	Minus 22.14%		0%		52.7%	
Median	6.04%		57.5%		78.7%	

We are pleased to see that there is an increase in the proportion of females who received a bonus when compared to 2022.

Due to the nature of agency work, a large portion of our candidates do not receive bonuses, which in turn lowers the overall number of employees receiving bonuses when comparing this to our employee only data. The bonuses paid are predominately reserved for more senior contractors. The payment of bonuses for our agency workers is set by our clients, leaving us with no influence over what is paid out.

Employees only

	2021		2022		2023	
	Males	Females	Males	Females	Males	Females
Proportion of males and females receiving a bonus	84.5%	61.3%	89.3%	78.6%	89.8%	90.2%
Mean	Minus 30.71%		0%		49.3%	
Median	4.61%		54.9%		75.3%	

There is a 11.6% increase in the proportion of females receiving a bonus which is an improvement from 2022. However, the median has increased so we continue to have a positive median bonus pay gap, which means that males in the business continue to be paid more in bonuses when compared to females. The reason for this may be that there are significantly more males in the upper quartile band.

As a recruitment business, commission payments are the main way in which our employees earn bonuses. However, employees within our Business Services function are not eligible for commission payments which will have impacted the median bonus pay gap.

63% of our Business Services function are female and this could also be a contributing factor to explain why less females earned a bonus compared to males and why there is a gender pay gap of 31.3% for hourly pay, as the calculation for this also includes bonus figures.

Where seniority affects salary, it also impacts bonus earning potential with more senior employees having the opportunity to earn increased commission and senior management able to earn quarterly bonuses based on sales performance (creating a bigger median sample group). As our senior management team is mostly male, this will have impacted our positive bonus pay gap when considering the median.



Closing the gap – what we have already done

Cultivating a diverse and inclusive workforce continues to be at the forefront of our Board's strategic plan. We recognise that all initiatives brought in to improve diversity and inclusion at Venn Group must be supported by a culture of openness and education. Our CEO, Deirdra Moynihan, is committed to listening and learning, with a strong focus on speaking on topics previously stigmatised as taboo.

Flexible working options – We understand each individual is different, with different responsibilities outside of work. We encourage employees to speak with their manager/director regarding flexible working opportunities which will further benefit those with caring responsibilities. We also offer employees the opportunity to work from home one day per week to provide them with greater flexibility.

Diversity and Inclusion focus groups – We continue to run our monthly D&I forum meetings which serve as a focus group to listen and understand issues being raised by all employees regardless of ethnicity, gender, sexuality or any other protected characteristic. In March 2023, we held a “Embracing Equity” forum, open to all staff, where we invited a guest speaker to talk about how we can ensure an equitable approach in our roles. This was a great opportunity for employees across the business to discuss the differences between equity and equality and share their approaches to various scenarios with the wider company.

Diversity, Inclusion and Engagement Director – Our main Board Director Avtar Singh oversees all Diversity, Inclusion and Engagement initiatives working to further cultivate and promote an inclusive workplace. We also have Diversity and Inclusion Ambassadors based in every office and we continue to encourage their personal learning.

Pathways and Milestones – P&M is the meritocratic and transparent pay and commission structure in which all fee earning employees benefit. Clear targets are given for salary reviews and promotions. This scheme has recently been reviewed to ensure it is offering part time employees the same opportunities for progression and development, as well as those returning from extended parental leave.

Empowering Employment – We continue to work in partnership with Young Women's Trust charity as well as several local councils and their constituents to aid people in their search for work. We run free workshops on “how to interview”, “how to write a CV” and more. We understand how important it is to provide the tools to underprivileged members of the local community to succeed and this is something we feel very strongly about. This has also allowed us to attract talent from a wider than ever variety of socio-economic background.

Closing the gap – what we plan to do

Progression opportunities - We have begun to review the promotion route to management, ensuring the process is as fair and equitable as possible, and barriers to progression are limited. We will be speaking with management across the business, to understand and explore any barriers to progression they feel may have impacted them or could impact them or their staff in the future. The aim will be to create a strategy which addresses any issues and ensures promotion and progression opportunities are available for everyone.

Recruitment - Following the debiasing recruitment training, we aim to review our internal recruitment processes and procedures to ensure objective procedures are in place throughout our business which ensure equal opportunities for all and limit the opportunity for bias. We also want to review our internal vacancy advertising platforms to ensure we are attracting a diverse range of suitable candidates.

Celebrating success - We will continue to celebrate our internal success stories through our monthly D&I forum meetings and other internal initiatives. We will be rolling out a mentor scheme across the business, which will allow employees of all genders throughout the business to share their tips for success with each other to help encourage personal development and progression.

