



Total Recruit

All Out Recruitment

The leadership team at Total Recruit believe all our employees are as important despite gender. We make decisions fairly on our pay grades which attract and retain the best workforce.

The gender pay gap measures the difference between men and women average earnings per hour and is expressed as a percentage of men's pay. Our mean Gender Pay Gap is -203.28%.

We believe the difference forms from pay rates being higher in different sectors across our clients in the temporary market. The percentage is also affected by the number of employees allocated in different areas of the UK.

Total Recruit are confident that men and women are paid equally for doing similar assignments within our clients and within our business. Our results are based upon 99% of employees being temporary workers. All are paid the same hourly rate as instructed by our clients, for the same work, irrespective of gender.

Total Recruit promote equality, ensuring everyone is rewarded fairly for their contribution. We review our recruitment and employment policies to ensure they are non-discriminatory and ensure our employees receive fair and equitable treatment during the recruitment and selection process.

I confirm that the published information in relation to the gender pay gap is accurate.

Tracey Oxley

Director

Percentage of men and women in each hourly pay quarter

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	Men	Women
Upper hourly pay quarter	85.1%	14.9%
Upper middle hourly pay quarter	56.8%	43.2%
Lower middle hourly pay quarter	67.8%	32.2%
Lower hourly pay quarter	61.4%	38.6%

Mean and median gender pay gap using hourly pay

[Edit](#)

Mean gender pay gap using hourly pay	-203.3%
Median gender pay gap using hourly pay	1.5%

Percentage of men and women who received bonus pay

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	Men	Women
Percentage of men and women who received bonus pay	0.8%	3.4%

Mean and median gender pay gap using bonus pay

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Mean gender pay gap using bonus pay	73.7%
Median gender pay gap using bonus pay	69.6%

Employee headcount

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Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	250 to 499
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