

**GENDER PAY GAP**  
REPORT 2025

# WHAT IS A GENDER PAY GAP?

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Gender Pay Reporting requires our organisation to make calculations based on employee gender. It is important to understand the difference between Equal Pay and The Gender Pay Gap:

The gender pay gap shows the differences in the average pay between men and women. This should not be confused with Equal Pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

**If a workplace has a particularly high gender pay gap, this can indicate there may be issues to deal with, and those calculations may help to identify what those issues are.**

## **What are we required to measure?**

Any employer with a minimum of 250 employees are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## **What does that mean for Handle Freelance Solutions?**

Our business is a payroll solution service.

‘Workers’ on temporary assignment in our client organisations will form part of our headcount for GPG reporting purposes. It is important to understand that our figures include all those workers too.

## **What are the calculations?**

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. (Mean is the average of a group when we add all the data together and divide by the number of subjects. Median is the specific mid-point of the range of data in the group).

# THE DATA

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## Mean and Median Gender pay gap

Mean  
Females are

11.4% lower

Median  
Females are

11.2% lower

## Mean and Median Gender bonus gap

Mean  
Females are

77.5% lower

Median  
Females are

31% lower

## Proportion of males & females receiving a bonus

Male

5.96%

Female

4.57%

# Proportion of males or females by pay quartile

(dividing the workforce into 4 equal parts)

### Top Quartile



### Upper Mid Quartile



Male Female

### Lower Mid Quartile



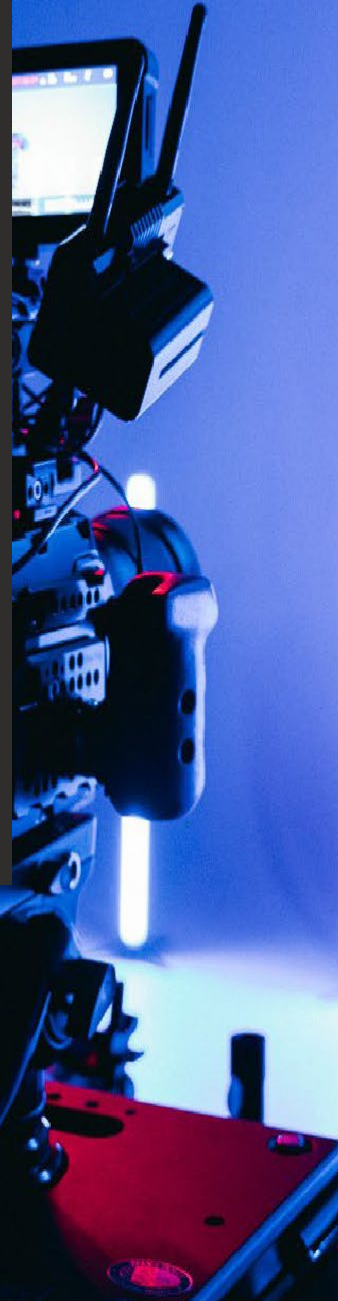
### Lower Quartile



# WHY DO WE HAVE A GENDER PAY GAP?

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- We work hard to ensure that men and women are paid equally for doing the same job within our business.
- Having a Gender Pay gap does not mean that we are not paying equal pay for equal work.
- The ‘workers’ who are on assignment, with our clients, who are reported with our data, are paid at a rate determined by the client.
- We have a gender pay gap in our mean salaries and bonus mainly because we have a male in the most senior Director role earning significantly higher salary and bonus, then the structure of our business is relatively flat .





## What happens next?

We cannot determine the remuneration of workers within our clients' businesses. However, we will do all we can internally to promote equity. We will continue to provide unconscious bias training as part of our initiative to maintain maximum diversity within our own business.

**Recruitment:** We do appear to have more females than males in junior roles so will make more effort to hire an even distribution of males and females at the most junior and administrative level positions

**Development and progression:** We shall continue to reward and promote on merit within our own organisation. Our structure is small and flat, so realistically does not allow for significant career progression for all staff.

**Retention:** We shall continue to measure parity of pay for males and females in same jobs.

