

# Gender Pay Report (2017-2018)

Like many small to medium sized privately-owned recruitment companies, it is the Morgan Hunt temporary worker population that brings the company within the requirement to report gender pay based on the UK's new gender pay reporting requirements. Morgan Hunt's gender pay gap can be divided into two sections – its internal employee population which is just over 200 strong and the temporary worker population of circa 2000, which it supplies into its 400 or so predominantly public-sector clients.

The gender pay gap in Morgan Hunt's internal employee population is strongly influenced by the salaries and gender make-up of the non-executive board, which itself is comprised of the founders of the business and key investors, all of whom are male. Without the inclusion of the non-executive board the gender pay gap of 56% falls to 13%. Furthermore, the current composition of the executive board as at the reporting date is predominantly male. In the twelve months prior to the reporting date however the gender split was more representative and in the coming financial year further female appointments are expected. Again, putting aside the executive board, the gender pay gap falls to 3%.

## Our Candidate Base

We recruit into the following markets:

- Business support
- Charity
- Construction
- Education
- Executive
- Finance & accountancy
- Fundraising
- Healthcare management
- HR
- Marketing
- Policy & strategy
- Property
- Public sector
- Revenue & benefits
- Senior appointments
- Social care
- Social Housing

**20.6%** Candidate gender pay gap

The majority of our roles are within **social care & education** of which there are a high number of administrative roles which are female dominated

## Our Staff

Excluding the non-executive board the mean difference in pay is

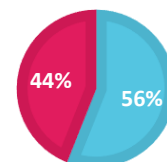
**13%**

Excluding the full board the mean difference in pay is

**3%**

## Gender population

■ Male ■ Female



We have clear established sales roles and salary banding which accompany them. The mean difference in pay for our sales roles up to divisional director is

**2%**

We are actively addressing our representation of females in the Senior Leadership Team.

## Performance related pay

We have competitive sales commission and bonus schemes which are linked directly to measurable performance metrics.

