

Gender Pay Report (2018-2019)

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 2500, 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 50.8% falls to 15.1%. Furthermore, the current composition of the executive board as at the reporting date is predominantly male. Again, putting aside the executive board, the gender pay gap falls to 6.4%.

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

15.2%

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

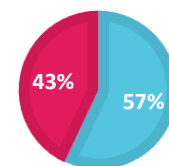
15.1%

Excluding the full board
the mean difference in pay is

6.4%

Gender Population

■ Male ■ Female



We have clear established sales roles and salary banding which accompany them.

We are actively addressing our representation of females in the Senior Leadership Team and since last year, two female Board Directors have been appointed. Our Gender pay Gap is reported a year in arrears, therefore it reflects the organisation as it was one year ago (April 2018). Looking at the figures from last year, enables us to identify gaps in representation at different levels, interrogate this and continue to seek to address this moving forward. We would therefore expect an improvement in these figures when we report in 2020 and so on going forward.

Performance related pay

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