

KFM Recruitment Limited

Our 2022 Gender Pay Gap Report

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation at a snapshot date (3rd April 2022).

Pay & Bonus Gap

Difference between male and female employees		
	Mean	Median
Hourly pay	9%	9%
Bonus paid	-	-

*Bonus not applicable as none were paid the week ending the snapshot date

Mean is sometimes called the average; it is calculated by adding up the hourly pay rates and dividing by the number of employees.

Median looks at all the employee hourly rates in numerical order and is the hourly rate at the middle of those hourly rates.

Pay Quartiles				
	Lower	Lower middle	Upper middle	Upper
Male	54.1%	72.1%	67.2%	75%
Female	45.9%	27.9%	32.8%	25%

The above table shows the gender distribution at KFM across four equally sized quartiles.

At KFM, we continue to demonstrate equality and openness with regards to gender pay. As we continue to monitor and reflect the gender pay gap, we are confident that male and female employees are paid equally for doing equivalent jobs across the organisation.

KFM encourages gender diversity across its workforce. We ensure all our job roles are fully evaluated to reflect fair pay and we continue to advertise each job with no gender bias.

Anthony Jackson, Managing Director comments:

“At KFM we continue to push equality throughout the business, our ethos is one of continued growth for all, both in career opportunities and salary expectation”