



Greencastle

Gender Pay

Greencastle Solutions Gender Pay Report



Agenda

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Introduction

This is the Gender Pay Report for Greencastle Solutions Ltd. This report will be showing:

- Our Gender Pay Gap
- Our Bonus Pay Gap
- Narratives regarding the information
- What we are doing to reduce our Gender Pay Gap

Our Statement

At Greencastle Solutions we pride ourselves on diversity and equality, and as part of this, on minimising our gender pay gap as much as possible.

We are confident that we have equal pay within our company and that our male and female employees who are in the same role are paid equally. However, we do have a gender pay gap which we will be working on reducing every year.

As one of the top companies delivering specialist back office solutions to the recruitment industry, we understand that it is crucial to report on our gender pay gap so that it can be addressed, and so that our staff, clients and candidates have complete clarity about our companies.



Chris Coyle
Director

About Gender Pay Reports

In April 2017, new legislation came in to force that required all companies with 250 or more employees to publish their gender pay gap.

The gender pay gap is the difference between the hourly rate of male and female employees and is expressed as a percentage.

This differs to equal pay, which ensures that male and female employees are paid equally for doing the same work.

Nationally, one of the biggest reasons for the gender pay gap is that men are more likely to be in more senior roles, which are naturally paid more highly.

Greencastle Solutions Ltd

Greencastle Solutions (UK) Ltd is a diverse company and specialist in multiple areas.

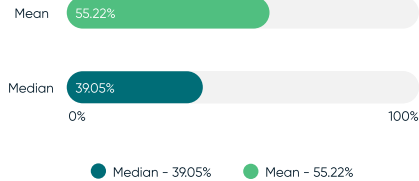
As you will see from our analysis in this detailed report Greencastle do have a gender pay gap but we are working on reducing this. Greencastle is a new company and we will be working on reducing the gap as it establishes itself in the market each year.

We are continuing to hire apprentices into the business which unfortunately can lead to a gender pay gap because the salary for an apprentice is lower than that of a full time employee. In addition to this we are continuing to use the Apprenticeship Levy to upskill our staff to be able to move them into more senior and highly paid positions.

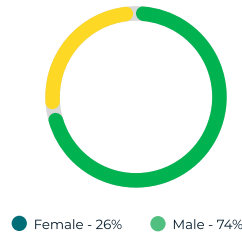
We are positive these will make great changes to our gender pay gap.

Analysis

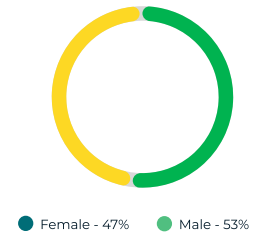
Bonus Pay Gap



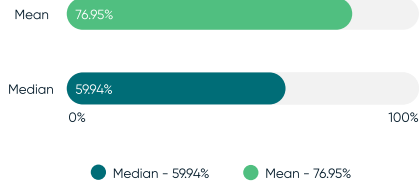
Upper Quartile



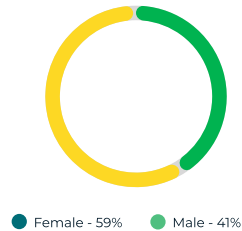
Upper Middle Quartile



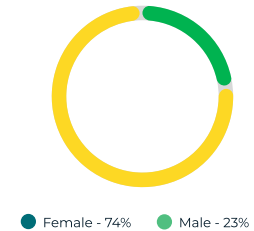
Bonus Pay Gap



Lower Middle Quartile



Lower Quartile



29% of females received a bonus

61% of males received a bonus

Reducing the Gap

As a company, we will work hard to reduce our gender pay gap. We will continue our efforts in reducing our gender pay gap. We are now able to, with the Apprenticeship Levy, put our existing staff on to courses to help them progress and move in to more senior positions within the company. We currently have a number of staff completing courses and increasing their skill levels.

We will work on having more of our female senior managers working in higher paid positions.

We have received our flexible working policies to be able to give the best employment circumstances we can to anyone who needs to work flexibly, and also those returning from maternity, paternity, parental and long term sick leave.

Thank You

“There is nothing wrong with change, if it is in the right direction.”

Winston Churchill