

Search Gender Pay Gap Report 2021

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with 250 employees or more must report on their gender pay gap annually.

The regulations stipulate that for the purposes of gender pay gap reporting, employment businesses must include pay and bonus calculations for permanent and temporary workers - “the relevant group”.

search.

The calculations of gender pay gap are based on a snapshot of payroll data on 5th April 2021. At that point, approximately 420 permanent members of staff and in excess of 4,000 associates (temporary workers, employed by Search but who are assigned to work for Search’s clients) formed the “relevant group”. Based on this group the company’s overall **Mean Gender Pay Gap is –5.1%** indicating that female employees are paid more than male employees.

Overall, the structure of Search’s permanent workforce is weighted more heavily towards female employees, which account for 62% of the total permanent workforce.

The Calculations

Summary		Permanent Employees	Associates	All 2021	All 2020
1. Mean gender pay gap*		12.2%	-1.4%	-5.1%	-2.4%
2. Median gender pay gap**		15.5%	0%	-1.5%	-2.5%
3. Mean bonus gender gap		-21.7%	62.4%	-135.7%	-40.4%
4. Median bonus gender gap		29.8%	57.7%	-22.4%	-18.6%
5. % Male & female bonus paid:	Male	74.8%	13.4%	17.1%	16.8%
	Female	58.1%	5.5%	13.0%	16.0%
6. % Male & female per quartile:					
(a) Lower quartile	Male	27.2%	67.5%	67.1%	67.5%
	Female	72.8%	32.5%	32.9%	32.5%
(b) Lower middle quartile	Male	34.8%	59.0%	56.5%	52.9%
	Female	65.2%	41.0%	43.5%	47.1%
(c) Upper middle quartile	Male	52.2%	59.7%	59.5%	56.0%
	Female	47.8%	40.3%	40.5%	44.0%
(d) Upper quartile	Male	51.1%	66.0%	60.7%	56.1%
	Female	48.9%	34.0%	39.3%	43.9%

*The mean gender pay gap is the difference between the average hourly earnings of males and females.

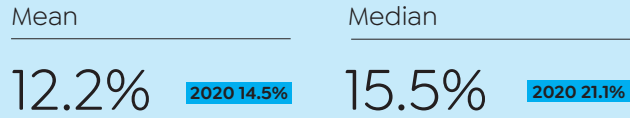
**The median gender pay gap is the difference between the average hourly earnings of males and females at the mid-point in each data set.

Search recognises that these calculations are heavily influenced by the fact that 91% of the relevant group is comprised of associates (temporary workers) who, whilst employed by Search, are assigned to our clients as the end user. Our associates are assigned across a range of specialisms where the nature and seniority of roles, skill sets and market salaries are diverse.

The Board believes that in explaining the gender pay gap, it is more appropriate to separate out the permanent employees from the associates (temporary workers) and to comment upon the permanent workforce.

The mean gender pay gap for permanent employees is 12.2% (2020 14.5%) and the median gap 15.5% (2020 21.1%).

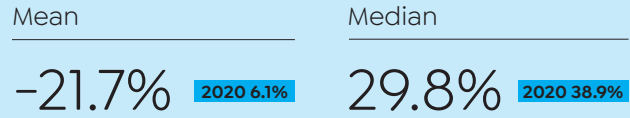
Gender pay gap mean and median



Search is committed to ensuring that all employees are fairly remunerated for the work that they undertake, regardless of gender.

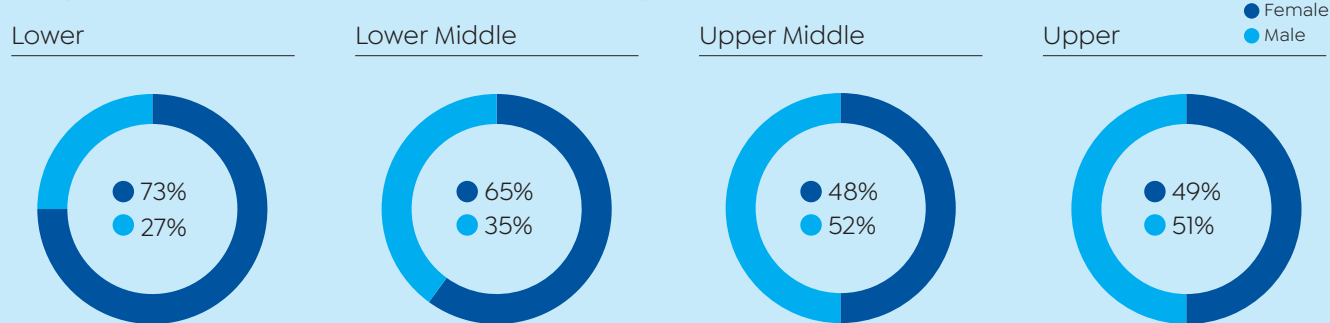
The gender pay gap seen in our permanent workforce can largely be attributed to the high number of administration and support staff which are female and whose earnings tend to fall into the lower middle quartiles.

Gender bonus gap mean and median



Bonus schemes are structured differently across the fee earner and administrative parts of the business. The relatively high number of female administrative and support staff therefore contributes to the median gender bonus gap, however, the negative mean bonus gap reflects the fact that Search has a number of high performing females earning a significant bonus.

Proportion of males and females in each quartile band



How to improve the gender pay gap

Search is committed to ensuring that all employees are treated fairly regardless of any protected characteristic including gender.

Every possible step is taken to ensure that recruitment, selection, training, promotion, career management, salary and remuneration are based solely on objective and job-related criteria.

Search has a strong track record of female professionals progressing to senior management positions, with females making up 45% of the Executive Board.

Recruitment, selection and development decisions will continue to be made solely on the basis of the suitability of the individual's skills, experience and their ability to do the job.

I, on behalf of Search, confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Stuart Dick,
Chief Financial Officer