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KPI RECRUITING LIMITED 2021/22 Gender pay gap report

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Registered address:

66 - 68 Nantwich Road, Crewe, Cheshire, CW2 6AL

Nature of business (SIC):

Administrative and support service activities

Snapshot date:

5 April 2021

Employee headcount:

5000 to 19,999 employees

Person responsible:

Stuart Saunders (Finance Director)

What this employer says about their gender pay gap

Hourly pay gap

In this organisation, women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3% lower than men's.

Women Men

3p less



When comparing mean (average) hourly pay, women's mean hourly pay is 4% lower than men's.

About median and mean

The percentage of women in each pay quarter

In this organisation, women occupy 28% of the highest paid jobs and 40% of the lowest paid jobs.

Women Men
Upper hourly pay quarter (highest paid)

28% 72%

Upper middle hourly pay quarter

33% 67%

Lower middle hourly pay quarter

39% 61%

Lower hourly pay quarter (lowest paid)

40%

About pay quarters

Bonus pay gap

In this organisation, women earn 70p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 30% lower than men's.

30p less





When comparing mean (average) bonus pay, women's mean bonus pay is 26% lower than men's.

Who received bonus pay

10% of women

4% of men

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Gender pay gap reporting

Eight ways to understand your organisation's gender pay gap

Four steps to developing a gender pay gap action plan

Actions to close the gap