

Search Gender Pay Gap Report 2022

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 2022. At that point, approximately 470 permanent members of staff and in excess of 4,100 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 57% of the total permanent workforce.

The Calculations

Summary		Permanent Employees	Associates	All 2022	All 2021
1. Mean gender pay gap*		14.6%	-2.5%	-5.1%	-5.1%
2. Median gender pay gap**		22.2%	0.3%	0.0%	-1.5%
3. Mean bonus gender gap		12.4%	68.7%	-54.3%	-135.7%
4. Median bonus gender gap		34.1%	33.1%	-12.0%	-22.4%
5. % Male & female bonus paid:	Male	76.8%	13.7%	18.2%	17.1%
	Female	62.9%	8.1%	16.3%	13.0%
6. % Male & female per quartile:					
(a) Lower quartile	Male	33.3%	68.7%	67.8%	67.1%
	Female	66.7%	31.3%	32.2%	32.9%
(b) Lower middle quartile	Male	38.4%	59.3%	57.9%	56.5%
	Female	61.6%	40.7%	42.1%	43.5%
(c) Upper middle quartile	Male	55.6%	58.5%	59.1%	59.5%
	Female	44.4%	41.5%	40.9%	40.5%
(d) Upper quartile	Male	50.5%	72.4%	66.6%	60.7%
	Female	49.5%	27.6%	33.4%	39.3%

*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 90% 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 and to comment upon the permanent workforce.

The mean gender pay gap for permanent employees is 14.6% (2021 12.2%) and the median gap 22.2% (2021 15.5%).

Gender pay gap mean and median

Mean	2021	Median	2021
14.6%	12.2%	22.2	15.5%

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

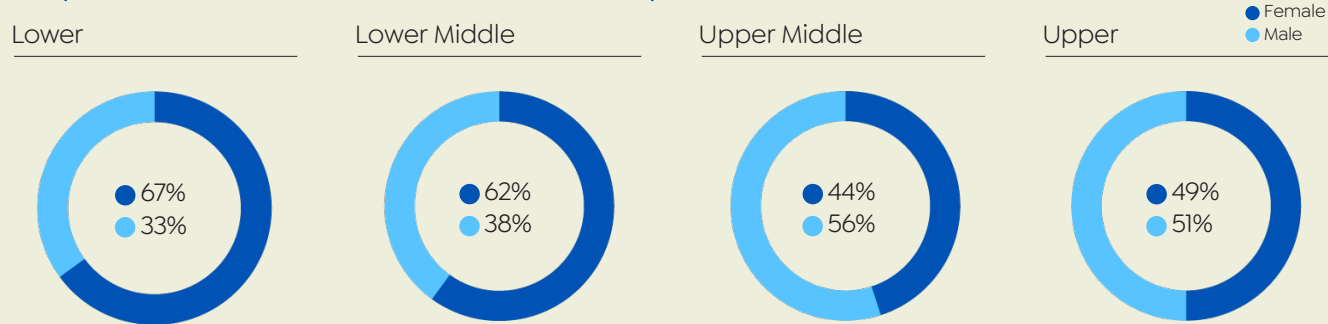
The gender pay gap seen in our permanent workforce can largely be attributed to the high number of administration and support staff which are female and whose earnings tend to fall into the lower middle quartiles.

Gender bonus gap mean and median

Mean	2021	Median	2021
12.4%	-21.7%	34.1%	29.8%

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 mean and median gender bonus gap.

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