

January 2024

Gender Pay Gap Report

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About RGF Staffing UK

RGF Staffing UK is part of **RGF Staffing**, the world's largest network of staffing companies, which stretches across four continents and provides work for around 265,000 people every single day. Our local experts are backed up by a global network of industry experts and benefit from family connections with leading pioneers such as **Indeed** and **Glassdoor**.

RGF Staffing is part of Recruit Holdings Co. Ltd



**crone
corkill**

Our Brands

In the UK, we operate under two distinct brands:

Advantage Resourcing

Based in Manchester, but providing services to clients nationwide, they know how to do recruitment well. Understanding that their job is to make your job easier. Advantage Resourcing offer permanent, temporary, and contract-based professionals and works to deliver the best talent for your projects to your timeframes.

Crone Corkill

Leading the way in connecting people and developing careers, Crone Corkill delivers recruitment services to clients in London and focuses on Business Support and Professional Services recruitment.

Our Colleagues

This report includes **197 Colleagues**

This includes internal colleagues:

75

And temporary colleagues

122

The gender split is as follows:



115

Female



82

Male

For All Colleagues

Quartile	Female %	Male %
Lower	58%	42%
Lower Middle	58%	42%
Upper Middle	70%	30%
Top	47%	53%
Overall	58%	42%

For Internal Colleagues Only

Quartile	Female %	Male %
Lower	63%	37%
Lower Middle	42%	58%
Upper Middle	68%	32%
Top	61%	39%
Overall	63%	37%

Throughout this report, we'll set out combined results for our internal colleagues and temporary colleagues (the workers we pay on behalf of our clients) as required by the government.

However, we will also show our internal colleagues' results separately as our temporary colleagues' hourly rates are most often set by our clients. This means the results aren't entirely ours or fully representative of our pay practices at RGF Staffing.

In sharing this additional information, we can be more transparent and ensure our actions are meaningful.

This report is based on the data from the snapshot date of **5th April 2023**.

Hourly Pay

Our mean average pay gap overall is 1.78%

This is the pay gap when looking at internal and temporary colleagues. **This means that females earn 98p for every £1 a male earns.**

Our mean average pay gap for internal colleagues only is -13.74%

This means that **females earn £1.14 for every £1 a male earns.**

Whilst our overall reporting figure shows there is a gender pay gap, in favour of male colleagues, this is driven by our temporary colleagues' hourly rates. When we look at our internal colleagues we have a negative, meaning females are earning more than males.

Our median average pay gap overall is 0%

This is the pay gap when looking at internal and temporary colleagues.

Our median average pay gap for internal colleagues only is -6.69%

We have a strong presence of female colleagues in the upper middle and top quartiles that has led to a negative median pay gap.

1.78%

Mean
Average Pay
Gap Overall

0%

Median
Average Pay
Gap Overall

-13.74%

Mean
Average Pay
Gap (Internal)

-6.69%

Median
Average Pay
Gap (Internal)

Bonus Pay

Our mean average bonus pay gap overall is -16.36%

This means that **females earn £1.16 for every £1 a male earns in bonus.**

There is no difference between our internal and temporary colleagues.

Our median average bonus pay gap overall is 36%

There is no difference between our internal and temporary colleagues.

As a recruitment organisation, most colleagues that receive a bonus are recruiters. Their bonuses are calculated on their performance.

When looking at our **top 20 bonus earners for this time period 70% were female.** Although we are reporting a median bonus gap, it is not a cause for concern.

34.15%

of Males
Received
Bonus

33.04%

of Females
Received
Bonus

-16.36%

Mean Bonus
Pay Gap

36%

Median
Average Pay
Gap (Internal)

Gender Pay Report Outcomes

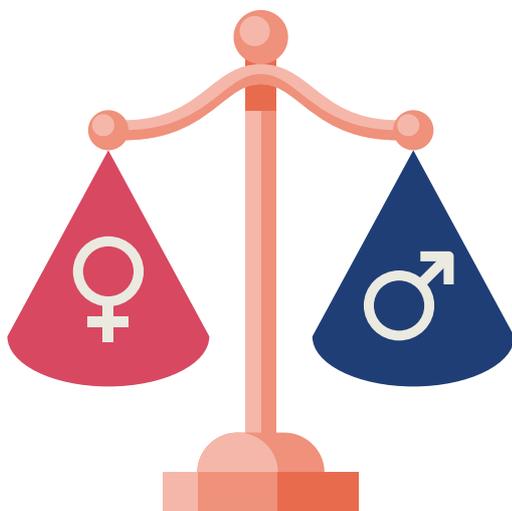
Our Actions

This is our second reporting year of the Gender Pay Gap. Although we have fallen out of scope to report, we are voluntarily reporting our Gender Pay Gap.

We achieved our commitments from last year and have seen this start to flow through to our results.

Pay parity is an ongoing key pillar of our Diversity, Equity and Inclusion strategy at RGF Staffing UK.

We will continue to promote pay parity through our pay practices.



Our commitments include:

Salary Benchmarking

We will continue our salary benchmarking exercise annually. This will provide the opportunity to promote pay equity across the quartiles.

Learning and Development

We will continue to invest in our Learning and Development offering, this includes leadership programmes that will support future leaders across all genders and Unconscious Bias training.

Policy

We will continue to promote hybrid working and develop of Family Friendly Policies.

Colleague Forum

We will leverage our colleague forum to provide feedback on any barriers to inclusion we have across benefits, policy and Learning and Development.



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