WMS
RECRUITMENT LTD

GENDER PAY GAP REPORTING 2019 / 2020

WMS Recruitment Limited is a provider of temporary Pack house and Agricultural workers to large and small seasonal businesses within Cambridgeshire, Lincolnshire, and Norfolk.

Our work force is fluid and varies greatly throughout the year, but at the snapshot date we paid 617 workers and staff, with 334 (54.1%) being male and 283 (45.9%) being female. The Gender Pay Gap Report is based on a data snapshot from 5th April 2019.

We are pleased to report that once again the Gender Pay Gap within WMS is minimal, as all roles within our business are paid at the same rate according to the job role, with no differences in pay between men and women.

I confirm that the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and we will continue to meet the requirement to publish the prescribed Gender Pay Gap information annually.

Craig McGill
Chief Executive

PAY & BONUS GENDER PAY GAP

The mean gender pay gap is calculated by comparing the difference in the average pay of all men and women as separate groups.

The median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective men and women at the mid-point of the group.

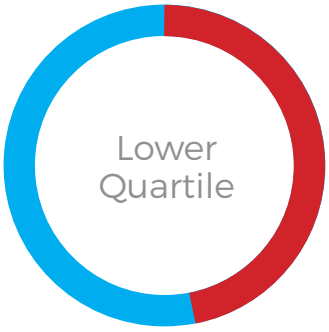
OUR GENDER PAY STATISTICS

MEAN AND MEDIAN PAY:	MEAN AND MEDIAN GENDER BONUS PAY GAP:
Difference in mean hourly pay 4.3%	Difference in mean bonus 0.0%
Difference in median hourly pay 0.1%	We do not have a Bonus Gender Pay Gap, as WMS has not paid any bonuses within the period.

PAY QUARTILE RANGES

Lower Quartile

- Females : 53.2%
- Males : 46.8%

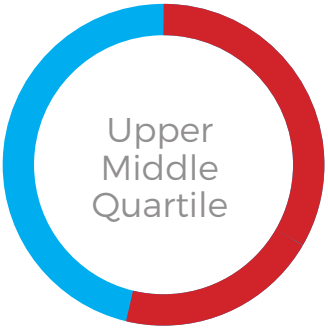


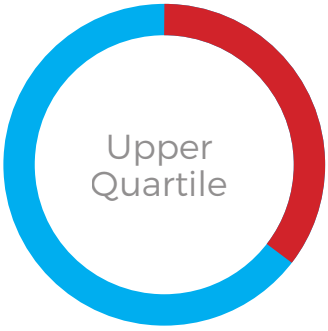
Lower Middle Quartile

- Females : 42.9%
- Males : 57.1%

Upper Middle Quartile

- Females : 56.1%
- Males : 43.9%



Upper Quartile

- Females : 31.2%
- Males : 68.8%