

Gender Pay Gap Reporting

Fusion People is an Employment Business (Agency) engaging UK based PAYE temporary workers as well as our own internal staff. As temporary workers are legally classified as our employees, we are required to include their details within our Gender Pay Gap Reporting.

This report is based on whole workforce with no differentiation on individual roles. Under the Equality Act 2010, both men and women are entitled to equal pay for equal work, whilst Fusion People strive to achieve equal pay for equal work, this report focuses on the gender pay gap and not equal pay. The gender pay gap appears when men and women are not equally represented across the workforce regardless of their role. We work predominantly in the Construction and Rail sectors which have historically suffered from occupational segregation and the statistics continue to highlight the lack of women currently working in these industries.

Total Employees Data – Including Temporary Contractors placed with external clients



Total Employees 309;
110 Females (36%), 199 Males (64%)

Ratio 1.8:1

Hourly Pay

As an employer, we always work to ensure a fair wage is paid to our employees and contractors for the role they are fulfilling. Historically the Construction and Rail sectors have been dominated by male workers, but we work closely with our clients to ensure we are putting forward the best candidates for the role from a diverse pool.

With our temporary workers, the hourly pay is usually dictated by the end client and although we can advise of current market rates, the Agency Worker Regulations states that any temporary worker must receive the same pay and conditions as a permanent employee after 12 weeks' continuous engagement. This means that any temporary worker who has been with a client for more than 12 weeks will be paid the same rate as a permanent employee of our client.

The mean payrate percentage has increased significantly due to the impact of Covid 19 at the end of March 2020. Our internal staff have seen a reduction in the mean percentage as the pay gap is reduced but our temporary workers

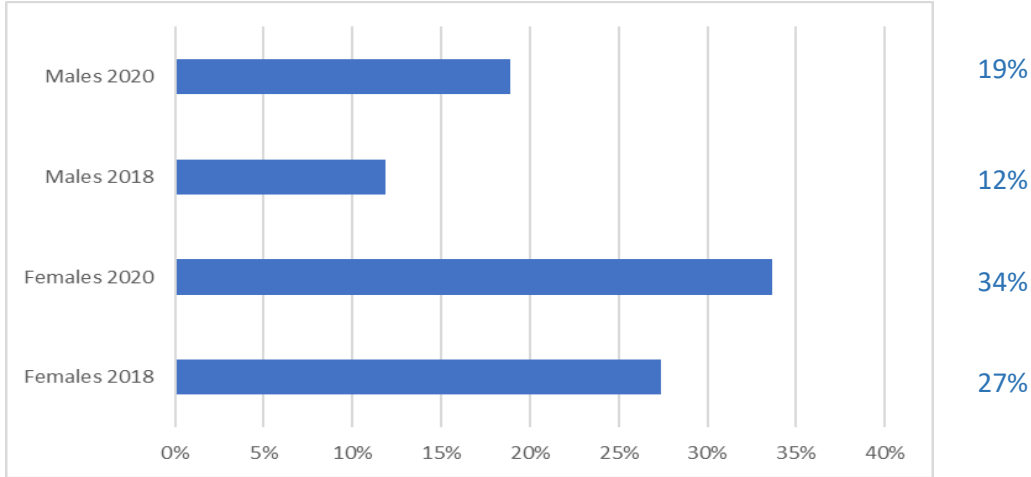
	Mean	Median
Women's Hourly Rate 2020	33% lower	23% lower
Women's Hourly Rate 2018	16% lower	21% lower

Bonus Pay

The majority of the bonus payments reported are those made to our own internal staff. Because of the high volume of temporary workers compared to internal permanent staff, this reduces our percentage of employees earning bonuses. Our internal staff have a broadly equal proportion of men and women; however, our statistics show although more women earn a bonus, the values of those bonuses are considerably lower due to more men being based on the sales side of the business and therefore earning larger sales based bonuses.

	Mean	Median
Women's Bonus Pay 2020	83% lower	82% lower
Women's Bonus Pay 2018	80% lower	88% lower

Proportion of Total Staff receiving a bonus



Pay Quartiles 2020

Across our entire workforce, including temporary workers, 36% are women. We have found there is a fair representation of women across the middle quartiles but have seen a reduction in the upper percentile in line with the reduction in total employee numbers. Whilst we would prefer to see these quartiles represented as equal 50/50 split, this is reflective of the number of women being attracted to the Construction and Rail industries.



Lower
M 40%
F 60%



Lower Middle
M 63%
F 37%



Upper Middle
M 71%
F 29%



Upper
M 84%
F 16%

Closing the Gap

Fusion People are continuously working towards closing the Gender Pay Gap, this includes helping to ensure that training and development are offered to both genders, enabling all employees access to the same opportunities.

As a service provider to many major clients, we know how vitally important it is that our recruitment process accurately represents the diverse nature of our candidate base. All candidates are always considered on individual suitability and merit. Recruitment campaigns are run on the basis of balanced shortlists; there are a number of activities we carry out to promote diversity and help our clients identify the best candidates from a diverse candidate pool.



Since 2017 we have championed Fairness, Inclusion and Respect across our own business and also worked closely with our clients to help eliminate the previous stereotypes associated with the Construction and Rail industries causing the occupational segregation.

We have an ongoing approach in which we are placing more emphasis on campaigns such as Women in Construction, Women in Rail, Girls Network and STEM – Science, Technology, Engineering and Maths. STEM is encouraging more female participation in engineering related subjects at school which will lead to career choices in the industry. The Girls Network is mentoring teenage girls from the least advantaged communities to encourage them to realise their ambitions. Although some of these actions will not have an immediate result, they will help to build a more diverse workforce in these sectors over the coming years.

This statement confirms that the published information is correct as at the time of publishing and is signed by Richard Ward, CEO.

A handwritten signature in blue ink, appearing to read "Richard Ward".

Richard Ward, CEO