



GENDER PAY GAP REPORT 2024

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Introduction

NRG is completely dedicated to advancing gender equality in the workplace. We acknowledge that the gender pay gap remains a significant obstacle that requires immediate attention, and we are determined to contribute to closing this gap. Our strong belief is that by working together, we can build a future where everyone receives equitable compensation and has equal chances for success in their professional pursuits.

NRG has made significant strides in promoting gender diversity and addressing the pay gap through the appointment of Leanne Chambers as Managing Director of both NRG and Greenbean recruitment brands at the end of last year. With nearly two decades of experience at NRG, and six years leading the RPO business Greenbean, her leadership underscores the company's commitment to integrating strengths across brands to enhance recruitment solutions while advocating gender equity.

NRG recognises the critical importance of fair and equitable compensation regardless of gender. The company is implementing transparent pay structures, flexible working arrangements, and increased support for working parents, particularly mothers balancing careers and families. Actively dismantling systemic barriers, NRG is promoting gender diversity in leadership roles and challenging stereotypes to foster an inclusive workplace where all can thrive.

Leanne's appointment drives initiatives to close the gender pay gap and create equal career opportunities. Her leadership leverages the combined expertise of NRG and Greenbean to position the company as the recruitment partner providing innovative, equitable solutions nationwide. NRG remains dedicated to celebrating diversity, upholding inclusion, and achieving pay parity as it strives to become an exemplary workplace for gender equality.

What is the Gender Pay Gap?

The gender pay gap in the UK refers to the disparity in average earnings between men and women and is a persistent issue that has garnered significant attention from various stakeholders. Despite efforts to address the issue, women still earn less than men across different sectors and industries.

Several factors contribute to the gender pay gap, including occupational segregation, inflexible workplace practices that impede women's career progression, and the impact of motherhood on women's earnings. Unconscious bias and discrimination in hiring and promotion processes also contribute to the gap.

Addressing the gender pay gap requires a comprehensive approach that includes policy interventions and cultural changes. This includes implementing transparent pay structures, promoting flexible working, and increasing support for parents, especially mothers. It also involves challenging gender stereotypes and unconscious biases, promoting women's leadership, and ensuring women's representation in all sectors and levels.

In conclusion, the gender pay gap is a complex and challenging issue that requires sustained attention and action. While progress has been made in recent years, much more needs to be done to achieve gender equality in the workplace and beyond.

Our Data

Pay Difference



While the average hourly rate for females stands at **£11.83**, and for males at £11.87, the difference is a mere £0.04, translating to a mean pay difference of 0.3%. However, when examining the median hourly rates, the dynamic shifts. The median female hourly rate is **£11.02**, while the median male hourly rate is £10.9, resulting in a difference of -£0.12. This negative difference means that the median pay for females is 1.1% higher than their male counterparts.

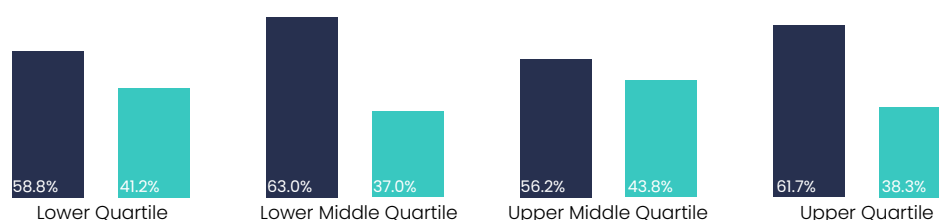
Bonus Difference



A higher percentage of **females (7.0%)** receive bonuses compared to males (4.1%), the average female bonus stands at **£1,115.35**, significantly higher than the average male bonus of £607.82. This results in a substantial difference of -£507.52, translating to a mean bonus difference of -83.5% in favor of females. However, the median bonus figures tell a different story. Both the median female bonus and the median male bonus are equal at £500, resulting in no difference and a median bonus difference of 0.0%.

Pay Quartiles

The bar chart illustrates the gender distribution at NRG across four equally sized quartiles.



Conclusion

We always strive for an equal workplace

Our report sheds light on the progress made towards gender pay equality while acknowledging that there is still room for improvement in various industries and roles. The report advocates for transparency and accountability in pay practices, encouraging employers to proactively identify and address any gender-based wage disparities. NRG has taken steps to promote equal opportunities, including the implementation of equal pay policies, regular pay audits, and the establishment of a diversity and inclusion committee.

Closing the gender pay gap requires a collaborative effort from employers, policymakers, and society. The report highlights the importance of establishing a culture of pay transparency and accountability, providing equal access to training and development opportunities, and creating a diverse and inclusive work environment that allows women to advance to senior leadership positions.

NRG's report serves as a rallying cry for continued efforts to achieve true gender equality, emphasising the ongoing actions and initiatives necessary to close the gender pay gap. Employers, policymakers, and society must work together towards this goal, creating a more impartial future for all.

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