



Gender Pay Gap Report

Hall Hunter is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2017.

The gender pay gap gives a snapshot of the gender balance with Hall Hunter. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Hall Hunter's Gender Pay Gap		
	Mean	Median
Hall Hunter's Gender Pay Gap	13.7%	9.9%
UK Gender Pay Gap	17.4%	18.4%

We are pleased to report the Hall Hunter gender pay gap is lower than the UK national gender pay gap. This is because we pay spot rates for most roles, regardless of gender. However, there are many reasons for a gender pay gap. Our business is subject to seasonal variances throughout the year. For many of our employees, earnings can vary during our busy seasons and the hours and shift patterns worked. While our gender pay gap is better than the UK national gender pay gap, we aspire to continuously improve.

Bonus Pay Gap

	Mean	Median
Bonus pay gap	37.2%	-101%

	Female	Male
Proportion receiving a bonus	12.2%	7.5%

The mean bonus gap is 37.2%. This is because at the most senior levels in the organisations there is a greater male representation.

Total Distribution of Male and Female Employees by Hourly Pay Quartile

Quartile	Males	Females	Description
Lower	63.79%	36.21%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	54.70%	45.30%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle	75.42%	24.58%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Top	81.06%	18.94%	Includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hall Hunter is committed to understanding the pay and bonus differences in its business and taking positive action as appropriate. However, it is clear that Hall Hunter offers fair and equitable pay to all our employees, regardless of gender. The gender pay gap figures and distribution of male and female employees highlight two key points, which we will make all efforts to address:-

- There is currently higher male representation in the upper middle and top quartiles. However, Hall Hunter have made great strides in employing female graduates across the business with the aim of providing a strong talent pipeline for the future.
- Hall Hunter is a male dominated organisation at the senior levels but recent appointments have started to address this. All appointments are made according to the ability of the individual rather than their gender.

We confirm the data in this report to be accurate and to comply with the Gender Pay Gap legislation.



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Managing Director



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