

Gender & Ethnicity Pay Gap Reporting

Pin Point Recruitment is a diverse business, and a huge variety of people contribute to its success. We value our staff and are committed to ensuring equal pay for all our employees and addressing workplace barriers to equality, diversity, and inclusion.

Publishing and monitoring gender and ethnicity pay gaps helps us to better understand the causes of any gaps and to develop, and monitor, solutions that are targeted, innovative, and effective.

Gender & Ethnicity Pay Gap Reports

Annual Reports on gender and ethnicity pay gaps were published on 8 March 2022.

We remain determined to address the reasons for any pay gaps related to gender and ethnicity at our business.

The median gender pay gap of 11.1% in men's favour has reduced by 5.1% since our first report in 2017. The mean gender pay gap in men's favour of 17.0% has reduced by 4.1% compared to 2017.

Our ethnicity pay gaps have reduced to 0.0% median and 5.2% mean in favour of staff who disclose as White, compared to 2.9% median and 7.2% mean in 2020, based on a disclosure rate of 92% of staff who have shared their ethnicity with the Business.

Intersectional analysis of gender and ethnicity pay gaps is also undertaken and included in our Ethnicity Pay Gap Report.

Representation and distribution of women and colleagues from Black, Asian, and Minority Ethnic groups across our grading structure are factors that influence the pay gaps. The targeted actions included in the reports will help drive accountability for improving representation and support our wider activity to build a more inclusive and diverse workforce.

Equal Pay Audits

We conduct equal pay reviews to identify any areas of pay inequality that may require further exploration, and to measure the success of our ongoing activity to diversify our staff population in relation to gender and ethnicity.

We recognise that eradication of pay gaps will be a result of the success of our strategies related to embedding equity, improving representation, and building an inclusive culture.

Further Information

- [Read more about pay gap reporting on GOV.UK](#)
- [Read more about equal pay audits](#)
- For hiring managers, find out more about how to [Diversify Your Workforce](#)