



Vital Recruitment Limited -Gender Pay Gap Report 2017

On the snapshot date, 5th April 2017, Vital Recruitment had a combined active workforce (encompassing both directly employed staff and agency workers engaged under a contract for services) of 2943 staff. Of this number 48% of staff were men and 52% were women.

Our mean gender pay gap is a very favourable 1.1% with a median gender pay gap of 0%

Our pay by quartile expressed as a percentage is as follows:

	Men	Women
Upper Quartile	55%	45%
Upper Middle Quartile	55%	45%
Lower Middle Quartile	43%	57%
Lower Quartile	38%	62%

Our very low gender pay gap figure demonstrates both our commitment (and that of our customers) to ensuring that workers and employees are paid fairly and equally for their work and contribution to the business. The gender pay gap that we do have and the proportionally higher instance of women in the lower and lower middle pay quartiles, as opposed to the upper and upper middle quartiles is partly attributable to the fact that night shift work and certain skills (eg forklift driving/machine minding roles) attract premium pay rates and shift premia; and these areas of work remain dominated by men. We also recognise that there is a higher proportion of male senior managers within Vital, compared to women.

As an organisation, Vital values equality and diversity and we will continue to promote all opportunities equally to our workforce (both existing and prospective) in order to close our gender pay gap wherever we can.

Bill Singh

Managing Director

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