



Gender Pay Gap Summary

FT / PT Flag

All

Business Area

All

Year

2022

Mean Avg Hourly Pay

Pay Gap

£3.33

Pay Gap %

17.1%

Mean Avg Weekly Pay

Pay Gap

£168.30

Pay Gap %

23.3%

Median Avg Hourly Pay

Pay Gap

£3.83

Pay Gap %

22.1%

Median Avg Weekly Pay

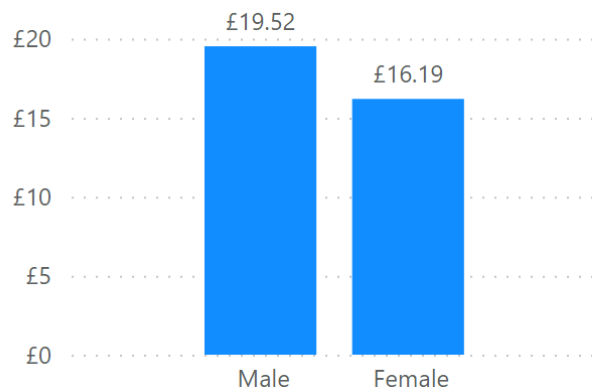
Pay Gap

£173.26

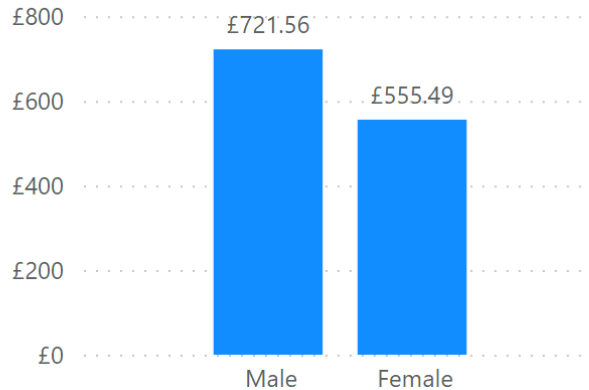
Pay Gap %

27.0%

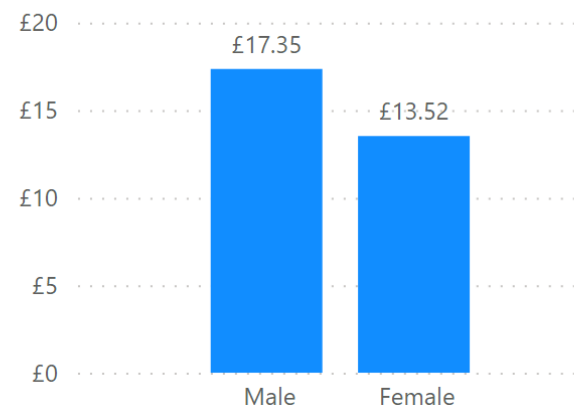
Mean Average of Hourly Pay by Gender



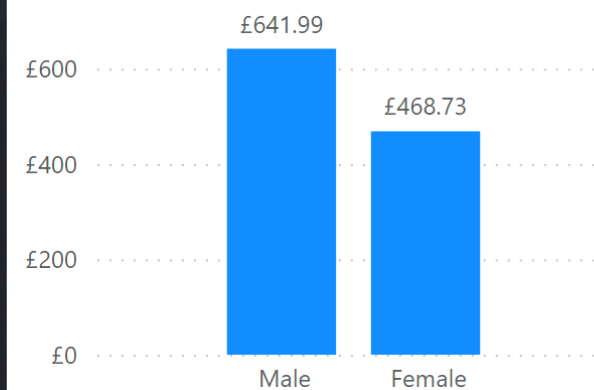
Mean Average of Weekly Pay by Gender



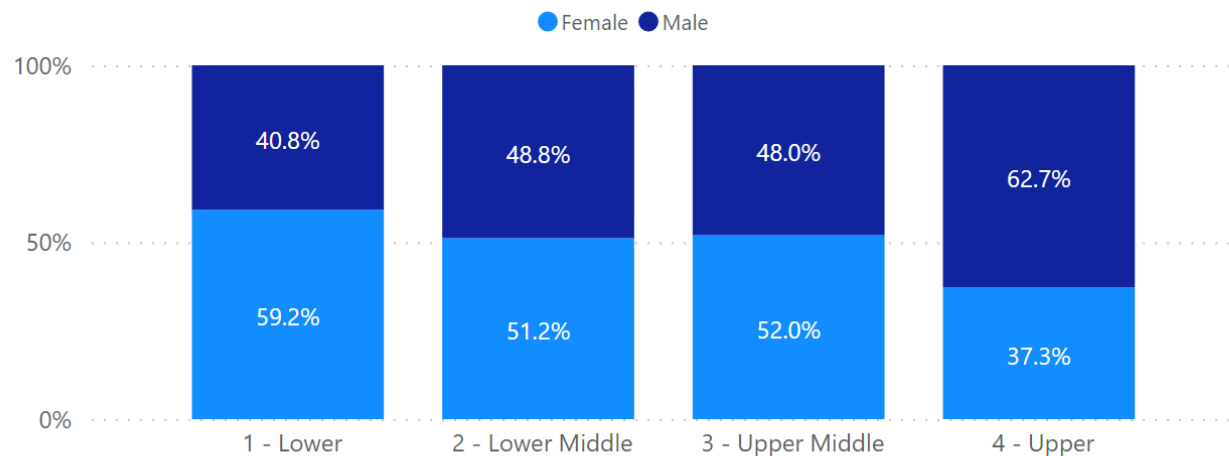
Median Average of Hourly Pay by Gender



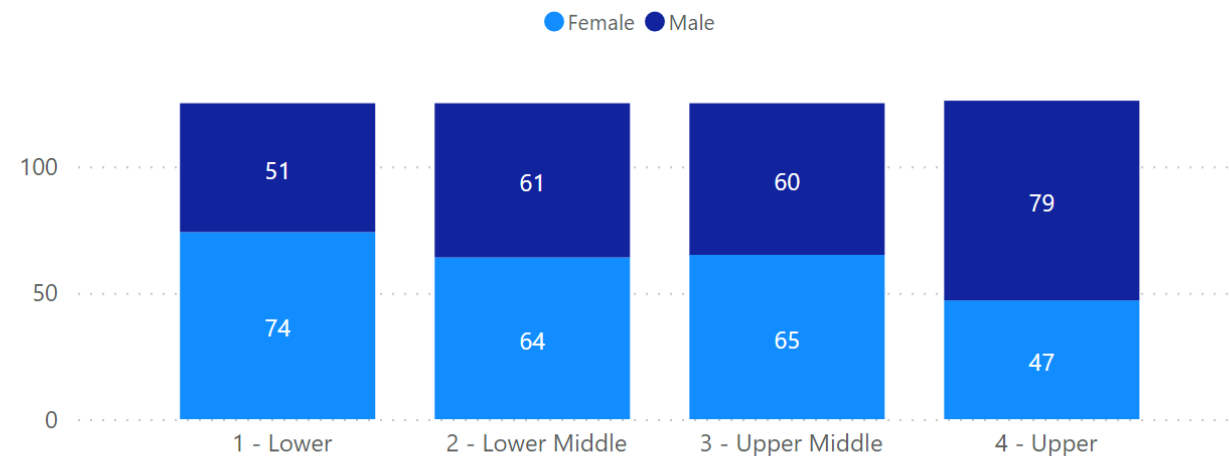
Median Average of Weekly Pay by Gender



% Employees by Hourly Pay Band Quartiles



No. Employees by Hourly Pay Band Quartiles





Gender Pay Gap Statement

GenderPayGapYear

2022

Introduction

The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men's earnings. Nationally, the gender pay gap varies by occupation, age group and even working patterns.

Legislation is now effective whereby an employer must comply with the regulations for any year where they have a headcount of 250 or more employees on the snapshot date. The snapshot date for private and voluntary sector organisations is the 5 April.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010:

- > Employees (those with a contract of employment)
- > Workers and agency workers (those with a contract to do work or provide services)
- > Some self-employed people (where they have to personally perform the work)

The headcount for Cantium Business Solutions as at the snapshot date is 501

The gender pay reporting focuses on the following information:

- > The mean gender pay gap
- > The median gender pay gap
- > The mean bonus gender pay gap
- > The median bonus gender pay gap
- > The proportion of males and females receiving a bonus payment
- > The proportion of males and females in each quartile pay band

Results

Results	Mean Pay Gap	Median Pay Gap	Proportion in Lower Quartile	Proportion in Lower Middle Quartile	Proportion in Upper Middle Quartile	Proportion in Upper Quartile
Cantium Business Solutions	17.1%	22.1%	40.8% are male and 59.2% are female	48.8% are male and 51.2% are female	48.0% are male and 52.0% are female	62.7% are male and 37.3% are female

Written Statement

1. The mean gender pay gap for Cantium Business Solutions is 17.1% (rounded to one decimal place). Male mean hourly rate is £19.52 whereas female mean hourly rate is £16.19. This highlights that men have a mean hourly rate 17.1% higher than women.

2. The median gender pay gap for the whole of Cantium Business Solutions is 22.1% (rounded to one decimal place). Male median hourly rate is £17.35 whereas female median hourly rate is £13.52. This highlights that men have a median hourly rate 22.1% higher than women.

3. No one in Cantium Business Solutions received a Bonus payment in the timescale for reporting and as such there is not a Mean or Median Bonus Gender Pay Gap to report.

4. There are 501 full-pay relevant employees in Cantium Business Solutions including both permanent and casual assignments. These have been arranged by lowest hourly rate of pay to the highest hourly rate of pay; and then the full list has been divided into four quartiles:

- Of the 125 employees in the lower quartile, 51 are male and 74 are female. This means 40.8% are male and 59.2% are female.
- Of the 125 employees in the lower middle quartile, 61 are male and 64 are female. This means 48.8% are male and 51.2% are female.
- Of the 125 employees in the upper middle quartile, 60 are male and 65 are female. This means 48.0% are male and 52.0% are female.
- Of the 126 employees in the upper quartile, 79 are male and 47 are female. This means 62.7% are male and 37.3% are female.



Gender Pay Gap

Improving Our Gender Pay Gap

Improving our Gender Pay Gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Cantium Business Solutions (Cantium) is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We are committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it evaluates job roles and pay scales as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the company and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

How does Cantium Business Solutions gender pay gap compare nationally?

Most organisations have a gender pay gap, and ours has increased to 17.1% due to a number of organisational and role changes. Our gender pay gap is now slightly above the gender pay gap for the whole economy, which the ONS reports as 14.9% in 2022.

What is Cantium Business Solutions doing to address its gender pay gap?

Whilst our pay gap has increased slightly, we are committed to doing everything that we can to continue to reduce the gap. However, we also recognise that our scope to act is limited in some areas – we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they initially make.

At Cantium we actively promote our agile working philosophy which provides flexibility in how, when and where our employees work, thus making it easier for employees to manage childcare and other responsibilities alongside their work commitments. Cantium also encourages all staff to undertake additional training and development, including management level apprenticeships to enable everyone to further their careers.

Cantium Business Solutions will continue to:

- proactively review pay reviews to determine % of females and males receiving above basic pay increases, to ensure there is no gender bias
- continue to evaluate job roles and pay scales as necessary to ensure a fair structure
- ensure that all managers involved in recruitment undertake training in unconscious bias in recruitment and selection decisions

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Cantium remains committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making.