

Gender Pay Gap Reporting

Turner Stubbs are a recognised and reputable supplier of flexible and contract labour to local manufacturing and industrial businesses. At Turner Stubbs we are continually developing a recruitment business that offers equal opportunities to all, regardless of gender and are extremely proud of the achievements of all our staff. We believe our gender pay gap figures confirm our commitment to ensuring all men and women are paid equally for roles throughout all sectors of our business and are confident that this is reiterated through our excellent staff retention levels.

Detailed below are our gender pay gap results for the relevant reporting period and respective temporary or permanent staff sectors.

Permanent Sector Report

Mean Gender Pay Gap	-3.96%
Median Gender Pay Gap	-11.42%
Mean Bonus Gender Pay Gap	-124.84%
Median Bonus Gender Pay Gap	-134.80%
Proportion of Males Receiving Bonuses	50%
Proportion of Females Receiving Bonuses	50%

Gender % Proportions Per Quartile

Q1		Q2		Q3		Q4	
M	F	M	F	M	F	M	F
25	75	25	75	25	75	25	75

Temporary Sector Report

Mean Gender Pay Gap	0.91%
Median Gender Pay Gap	1.42%
Mean Bonus Gender Pay Gap	0.00%
Median Bonus Gender Pay Gap	0.00%
Proportion of Males Receiving Bonuses	0.00%
Proportion of Females Receiving Bonuses	0.00%

Gender % Proportions Per Quartile

Q1		Q2		Q3		Q4	
M	F	M	F	M	F	M	F
66	34	63	37	62	38	59	41

All Staff Report

Mean Gender Pay Gap	0.20%
Median Gender Pay Gap	1.42%
Mean Bonus Gender Pay Gap	-124.84%
Median Bonus Gender Pay Gap	-134.80%
Proportion of Males Receiving Bonuses	0.16%
Proportion of Females Receiving Bonuses	0.85%

Gender % Proportions Per Quartile

Q1		Q2		Q3		Q4	
M	F	M	F	M	F	M	F
65	35	62	38	61	39	58	42