

Gender Pay Gap report

ResQ is committed to being an employer of choice and promotes equality and diversity throughout the business. We strive to eliminate any gender bias in our reward structures and believe that equal pay is morally the right thing to do. We conduct regular pay reviews and take specific action to address any inequality.

ResQ is delighted to report on the gender pay gap and legislation, which requires us to report annually in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report covers both of our Legal entities across our two sites, Hull and Seaham.

Below is the data for the snapshot date of 5th April 2020:

Mean and Median Pay Gap

Hourly Pay	Mean Gender Pay Gap		Median Gender Pay Gap	
	2018	2020	2018	2020
Hull	12%	10%	9.7%	3%
Seaham	10%	6%	3.1%	0%

Both sites have a mean gender pay gap below the national average. The above table also shows that there has been significant improvements on the last report. This is a result of having more females in management roles than the prior reporting period. More male employees holding managerial roles explains the gap, however the vast majority of employees work in the same type of role as call centre agents and receive equal pay.

Mean and Median Bonus Pay Gap

Bonus Gap	Mean Bonus Pay Gap		Median Bonus Pay Gap	
	2018	2020	2018	2020
Hull	39.9%	14	60.3%	19
Seaham	40%	8	44.9%	-1

There still exists a bonus pay gap (although this has improved across the board), a higher proportion of male employees being individually more successful on specific, lucrative, business sales campaigns helps to explain the gap in Hull.

Proportion of Employees receiving bonus

	2018		2020	
	Female	Male	Female	Male
Hull	75.2%	81.0%	95%	97%
Seaham	95.7%	96.7%	96%	97%

We have seen a significant increase in bonus payments based on new remuneration for all employees. With little difference between male and female.

Quartiles

		Q1		Q2		Q3		Q4	
		Female	Male	Female	Male	Female	Male	Female	Male
Hull	2018	61	39	45	55	39	61	30	70
	2020	59	41	36	64	42	58	33	67
Seaham	2018	47	53	58	42	60	40	42	58
	2020	49	51	44	56	59	41	34	66

The difference in quartiles follows a similar pattern as described before with male employees generally holding a higher number of senior roles as well as receiving higher bonus sums. There has been an improvement in Quartiles 3 and 4 with more females entering management roles.

Summary

ResQ is satisfied that its gender pay gap does not stem from paying men and women differently for the same work, we have seen a significant improvement from the last submission. Employees working on our campaigns have the same basic rate of pay and bonus earning opportunities (85% of overall employee numbers).

ResQ's gender pay gap compares favorably across the UK economy. However, we continue to take steps to review our recruitment policies, equal opportunities policies and succession planning / career development processes as we endeavor to close the gap further over time.

ResQ is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress thereof.

I can confirm that the data in this report is accurate.

Gill Marchbank

CEO