

At Barker Ross Staffing Solutions we have always put our people at the heart of everything we do.

Internally and externally, we have built a successful recruitment business which genuinely cares about its employees, candidates and clients. In keeping with this ethos, we have always sought to treat everyone equally, regardless of gender, and are proud of the steps we have taken to support and promote women in business.

We want to create a company that attracts and retains the best people – which is why we have a good balance of men and women.

All UK employers with more than 250 staff now have to report their gender pay gap to the Government Equalities Office. Our figures were taken from a review period in 2025 – which shows that we were already doing the right thing well before the new reporting rules came in.

Our figures on the snapshot date revealed that 7.6 per cent of female employees were receiving bonuses, against 9.5 per cent of their male counterparts.

As a well-established recruitment company and reputable employer, we believe that gender pay reporting is an incredibly important and positive move. If companies are transparent about pay and can identify the root causes of any pay gap, they can then look at ways of addressing their equality issues and work towards building a better business.

We are very pleased with our own gender pay gap figures. At Barker Ross we are confident that our men and women are paid equally for doing equivalent jobs across our business.

Please see below our pay and gender pay gap table and the proportion of male and female employees in each quartile band:

## **Barker Ross Staffing Solutions Pay and Bonus Gap as at 2025**

Mean Gender Pay Gap	0.9%
Median Gender Pay Gap	0.4%
Mean Bonus Gender Pay Gap	-1.8%

Median Bonus Gender Pay Gap	4.0%
Proportion of Males Receiving Bonuses	9.5%
Proportion of Females Receiving Bonuses	7.6%

## **Proportion of Males and Females in Each Quartile Band**

Q1		Q2		Q3		Q4	
M	F	M	F	M	F	M	F
66.1%	33.9%	56.2%	43.8%	64.8%	35.2%	66.1%	33.9%