

GENDER PAY GAP REPORT

Report published
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bluestones
Staffing



Our Commitment

At Bluestones Staffing, we aim to address inequality and underrepresentation by promoting an inclusive working environment that reflects the communities we serve.

As an equal opportunity employer with nearly 300 temporary workers, our focus is on attracting, hiring and retaining a diverse and inclusive workforce. We also aim to provide everyone access to a wide selection of manufacturing, industrial, supply chain, hospitality and business roles, as well as internal opportunities.

By fostering a culture of belonging where all individuals are valued, respected and able to reach their full potential, we strive to be a fair and equitable workplace that mirrors the diversity of the UK.

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What is the Gender Pay Gap Report?

Under the Equality Act 2010, all organisations which employ 250 people or more are required to publicly report the difference between the average earnings of all men and women employees, regardless of their role or seniority. This is expressed as a percentage of men's earnings. However, this report does not involve publishing individual employee's data.

It is important to understand the distinction between the gender pay gap and equal pay. The gender pay gap examines the overall balance of compensation between men and women across all levels of an organisation. It looks at disparities in both base pay and bonuses. Equal pay, on the other hand, specifically focuses on ensuring men and women receive the same compensation for performing work of equal value.

This document is Bluestones Staffing's Gender Pay Gap Report and presents our pay findings, along with the steps we will take to further improve our results.





Why is Bluestones Staffing Reporting?

While Bluestones Staffing employs four people for its business operations, as a recruitment agency we supply temporary staff through contracts for service. Combined, these exceed 250 people. Temporary staff are supplied to our clients who work across the manufacturing, industrial, supply chain, hospitality and commercial sectors.

While temporary staff pay rates are set by our clients, we are committed to workplace equality and closing the gender pay gap. We make efforts to put forward qualified candidates regardless of gender for each open role. There is always room for improvement, and we continually review our practices across all sectors and position levels to ensure fair representation and pay.

Achieving pay equity is simply the right thing to do for a successful business and fair society. We believe talent and qualifications, not gender, should determine someone's compensation. As a company, we strive to uphold the principle of equal pay for equal work.



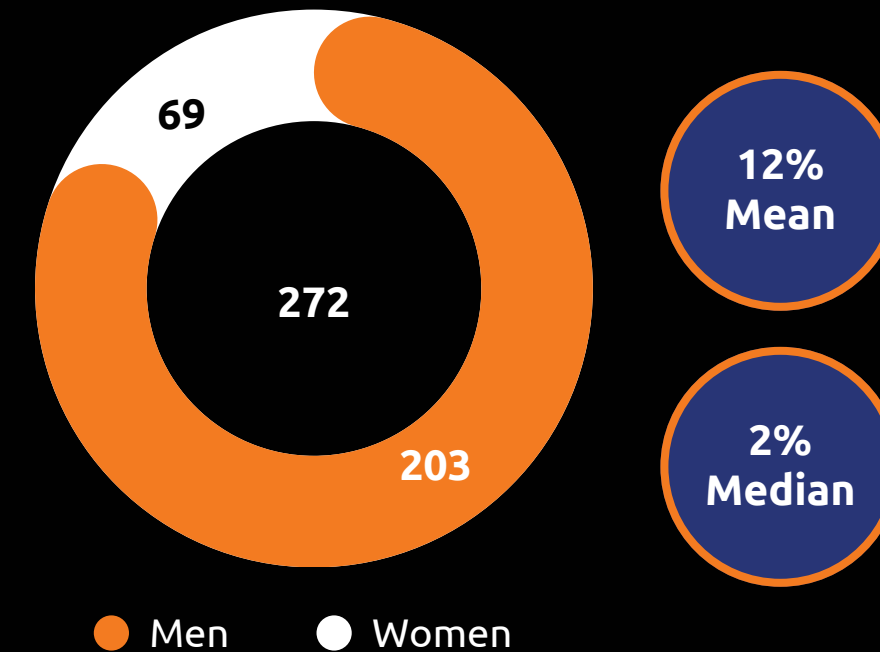
Our findings

Mean and Median Gender Pay Gap - Hourly pay

A gender pay gap is the difference between the hourly rate of pay for all men and all women.

Two types of gender pay gap are reported on:

- **Mean hourly pay gap:** the difference between the average hourly earnings of men and the average hourly earnings of women
- **Median hourly pay gap:** the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women



Ordinary pay, expressed as an hourly rate, is used to calculate the mean and median gender pay gaps. This includes basic pay, allowances and any bonus payments made in April 2023. Overtime payments are not included.

The figures on the right show the overall mean and median gender pay gap in our organisation.

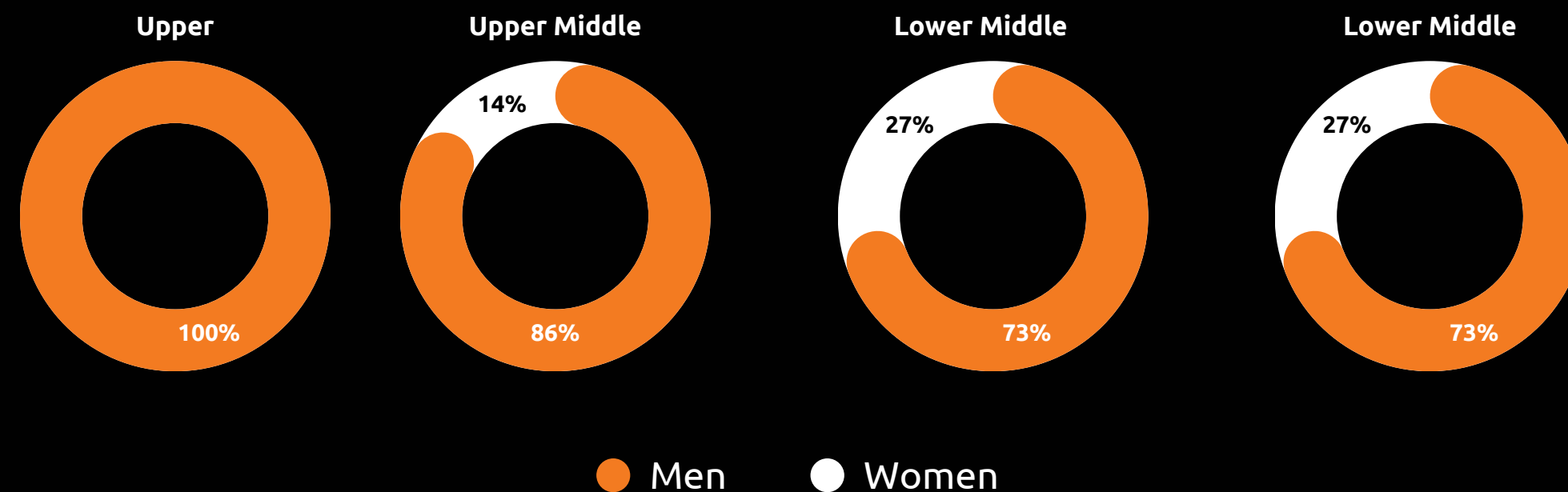
Our (mean) pay gap stands at 12%. The mean can be defined as the average of employee hourly rate; in other words, females mean hourly rate is 12% lower than male employees.

Our (median) pay gap also stands at 2%. The median can be defined as the middle number in a ranked list of hourly rates; in other words, females median hourly rate is 2% lower than male employees.

Our findings

Pay Quartiles

Quartile bands split the workforce into four equal quarters by amount paid. Pay quarters give an indication of women's representation at different levels of the organisation. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.



Bonus pay

This highlights the split between men and women that received a bonus.



Closing the pay gap

We recognise the need to continue our efforts to close the gender gap and have put a range of measures in place to support this.

- Continue to uphold the principles of equality, diversity and inclusion in all job adverts and recruitment practices, induction, employment, pay and benefits, training and career development (including promotions), terms and conditions of service, and when managing any grievance or disciplinary issues.
- Develop an EDI Action Plan focused on initiatives like creating an EDI Resource Portal, implementing an annual communications campaign to raise awareness of equality, diversity and inclusion in the workplace, and providing regular and targeted training and learning to help our people grow and develop.
- Commit to having our senior leaders complete the APSCo Inclusive+ Recruiter EDI training programme, equipping them with the knowledge, skills and behaviours to lead and recruit inclusively.

By embedding EDI across all aspects of our business, from hiring to day-to-day operations, we aim to create a truly inclusive workplace where everyone feels valued, respected and empowered to reach their full potential.



Confirmation Statement

I, on behalf of Bluestones Staffing, confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Deborah McDermott

Deborah McDermott
Managing Director

