

Gender Pay Gap Report 2023

Gender Pay Gap Reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The report is based on pay data as at 5th April 2023 and includes both our umbrella employees and head office staff. As a company we do not discriminate when taking on employees or establishing pay rates, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap

Women's hourly rate is	Mean	Median
	19.7% Higher	48.9% Higher

Pay Quartiles

Men		Women
61.9%	Top Quartile	38.1%
73.9%	Upper Middle Quartile	26.1%
81.8%	Lower Middle Quartile	18.2%
84.3%	Lower Quartile	15.7%
75.3%	Total Employee Split	24.7%

Bonus Pay Gap

Women's bonus pay is	Mean	Median
	24.0 % Lower	16.0% Lower
Who received bonus pay	Men	Women
	1.22%	4.34%

Written Statement

Crest Plus delivers payment and accountancy solutions for contractors in the UK and work with thousands of contractors in a range of sectors, from construction to healthcare.

Our umbrella solution directly employs contractors and freelance workers who work on fixed and flexible term contract assignments. Our employees find the majority of their assignments through recruitment agencies and Crest plus is mindful of the rates agreed, which are often set between the end client and their recruitment agency. Our gender pay results are reflective of the sectors that Crest Plus primarily operates in. The construction sector is heavily male dominated which can be seen in the results of the pay quartiles where the percentage of men in each quartile is very high. Crest Plus operates in sectors that also command higher rates of pay for females, this has resulted in the women's hourly pay being greater and why the percentage of women in the top pay quartile is higher than in the other pay quartiles. This has been accentuated further by sector changes over the past twelve months.

Less female workers and sector changes has resulted in reduced bonus pay for females compared to the previous period, where the female bonus pay measured higher.

Growth in worker numbers and sector changes has resulted in an increase in the number of female workers compared to the previous period. We are proud to report that our head office workforce is provided equal opportunities and talent is recognised and rewarded at all levels.



Valerie Lawton – Joint Managing Director