

GENDER PAY GAP REPORT 2021

LIQUID
FRIDAY



OUR STATEMENT

At Liquid Friday, we are proud of the vital role our staff have in building the success of our Company through offering outstanding, high-quality assignments for contractors across the UK. Many of our fantastic team members have played a fundamental part in both delivering care during the Covid pandemic as well as contributing to Covid recovery for many of our clients.

We continually work to ensure all candidates applying for jobs are given equal chances and opportunities to succeed. Recruitment is carried out by a multitude of different people across the business, in different locations, and final decisions are made carefully based on skillset and experience to determine the successful candidate's appropriateness for a specific role.

We are particularly proud of our diverse and talented workforce. We do however feel that our results require some further explanation.

Liquid Friday works across 14 different sectors providing high quality contingent labour across the United Kingdom. We facilitate over 20,000 Assignments every year delivered by over 4,000 contractors.

Our results show a clear pay gap in favour of our female team members. This is due to the nature of temporary assignments across the UK. A high proportion of our female team members work within the higher paid Social Care and Professional Services sector, whereas the majority of our male team members work within lower paid Construction and Industrial roles.

My team and I are passionate in delivering industry leading service and the highest quality assignments. Ensuring that our team members receive equal pay for the doing similar work will always remain a priority.

Joe Taffurelli - Head of Group Operations



MEAN & MEDIAN PAY

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

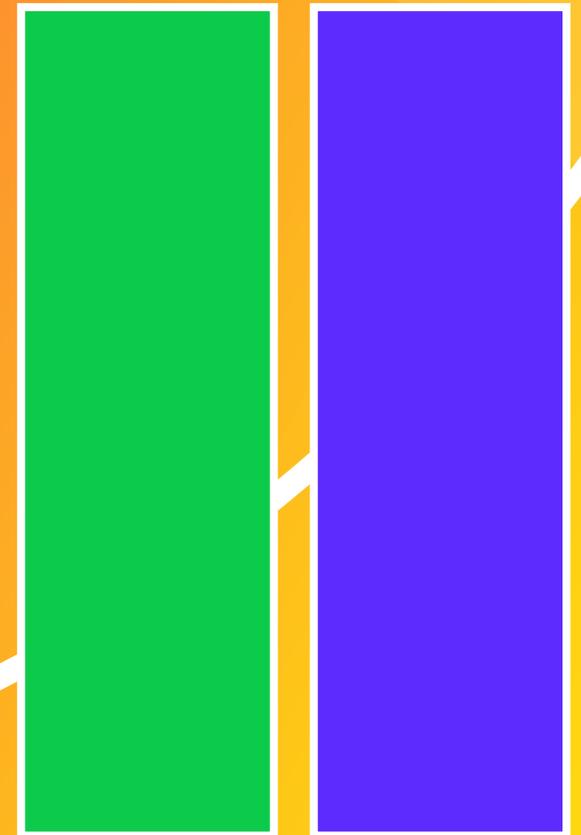
In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.



Female



Male



PAY QUARTILES

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

In this organisation, women occupy 29% of the highest paid jobs and 13% of the lowest paid jobs.



Upper hourly pay quarter (highest paid)



29%

71%

Upper middle hourly pay quarter



25%

75%

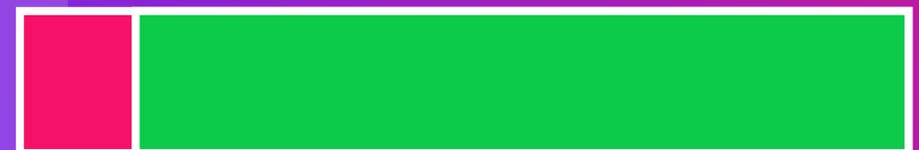
Lower middle hourly pay quarter



13%

87%

Lower hourly pay quarter (lowest paid)



13%

87%

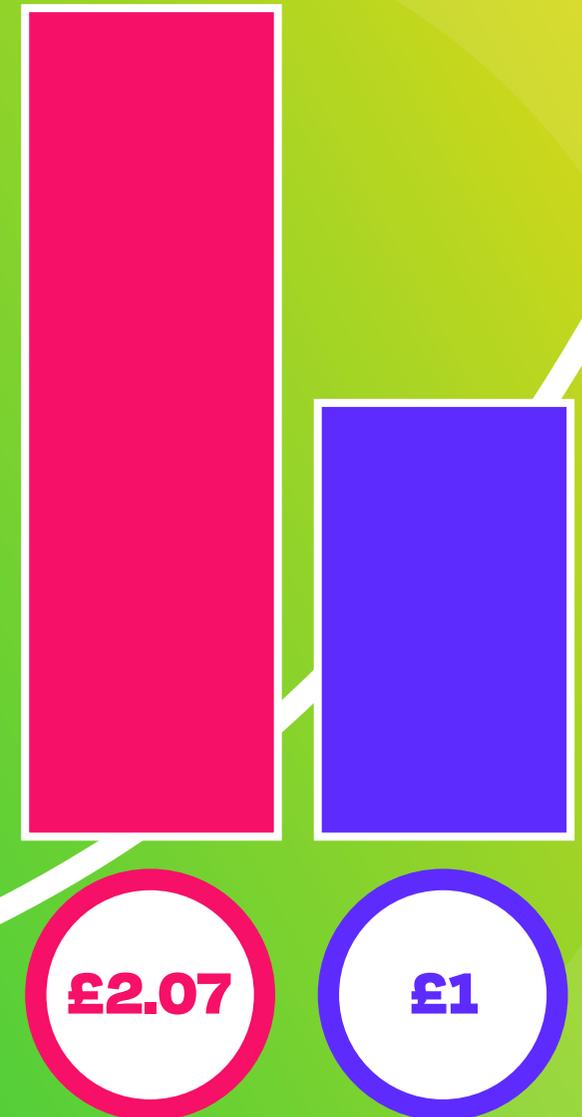
MEAN & MEDIAN BONUS

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

In this organisation, women earn £2.07 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 107% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 40% higher than men's.

 Female  Male

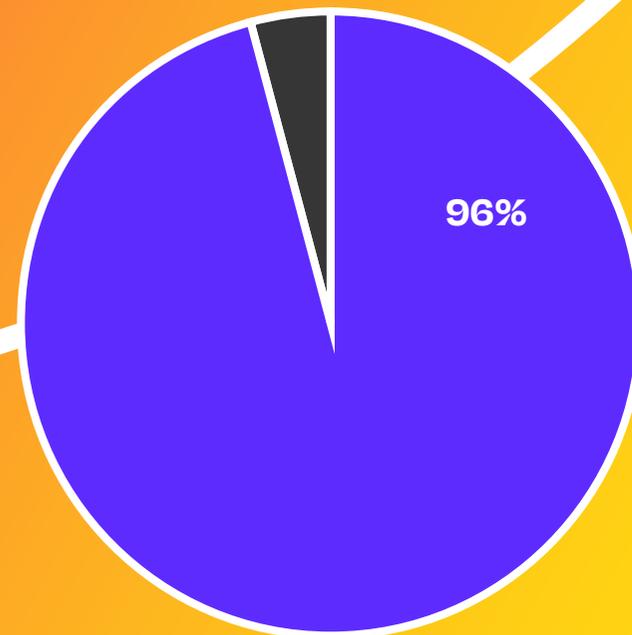
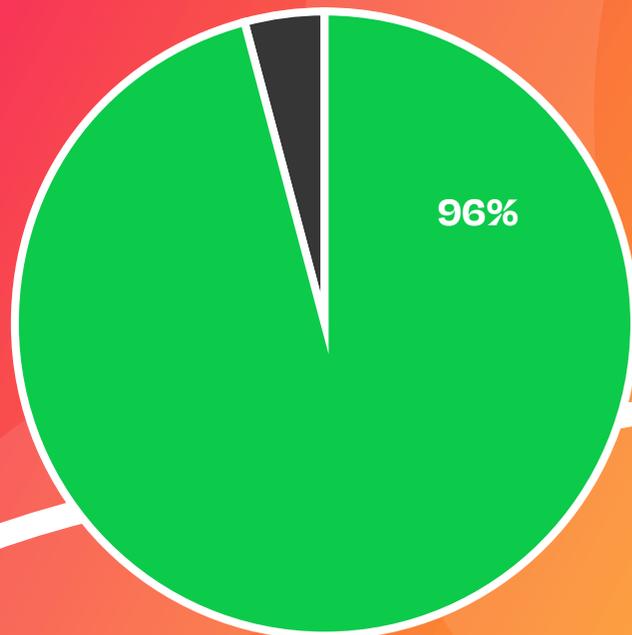


WHO RECEIVED A BONUS?

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2021.

96% of both men and women received a bonus.

 Female  Male



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