

Simply Supply Ltd

Simply Supply is an independently owned Recruitment Business specialising in Education and Childcare Recruitment. Established in 2009, Simply Supply is a leading supplier for Teachers and Nursery Nurses across Hampshire.

Our Gender Pay Gap Report

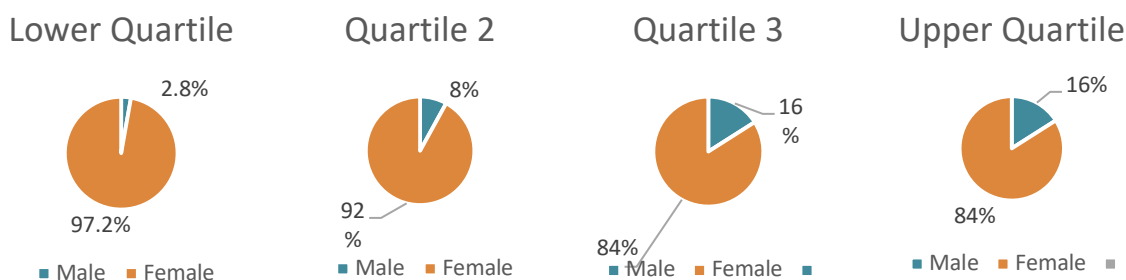
At Simply Supply, we strongly believe in offering fair pay regardless of gender to both our internal staff and to the Agency staff we supply our clients.

Our Pay and Bonus Gender Gap as at April 5th, 2019:

	Mean	Median
Hourly Pay	10.7%	0.1%
Bonus	0%	0%

This table shows the overall mean and median gender pay gap based on hourly rates of pay as at April 5th, 2019. We do not pay any bonuses, the Bonus pay gap is therefore zero.

Gender representation by quartiles



The images above illustrate the gender distribution at Simply Supply across four equally sized pay quartiles.

Commentary

At Simply Supply, male and female colleagues are treated equally for doing jobs of equal value. Our employees are split distinctly between internal staff and agency staff we supply to our clients.

At 10%, the mean gender pay gap reported for Simply Supply is reflective of both internal and agency supply employees. The pay gap is driven largely by our agency supply employees as the number of these far outweighs our internal staff.

The pay gap has reduced by 2% since 2018.

Gender Pay Gap Report

We supply staff to both Nurseries and Schools. Our pay rate for Nursery Nurses is less than that of a qualified Teacher. Due to the nature of the industry Nursery Nurses are predominantly female. Due to this the lower end of the pay spectrum of our supply staff is mainly female.

Our pay rates for supply work are based on roles and teaching scales and completely independent of gender.

Our gender pay gap could only be reduced by encouraging more males into the Nursery profession or by the industry standard pay for Nursery and childcare staff to increase.

I confirm that the information in this statement is accurate.

Matthew Collins

Director, Simply Supply Ltd