

Gender Pay Gap Mainstream Staff Supplies Ltd

Both under the law and at Mainstream Staff Supplies Ltd men and women receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value

We are committed to the principle of equal opportunities and treatment of all our staff, regardless of sex, race, religion, age, pregnancy, sexual orientation, marriage or civil partnership, gender reassignment or disability. We have a clear policy of paying employees equally for equivalent work regardless of gender. We carry out pay and benefit reviews at regular intervals and evaluate job roles and pay grades as necessary to ensure a fair structure. We are confident that any gender pay gap is due to the roles in which men and women work within both our organisation and the industry as a whole and does not stem from paying men and women differently for the same or equivalent work.

The mean gender pay gap according to the October 2017 Office for National Statistics Survey of Hours and Earnings was 17.4%. Our mean gender pay gap is 9.7% and therefore significantly better than the national average

The median gender pay gap according to the October 2017 Office for National Statistics Survey of Hours and Earnings was 18.4%. Our median gender pay gap is 12.4% and therefore significantly better than the national average

Graham Knowles - Director

Hourly Rate	
Women's Hourly Rate is	
9.70%	12.40%
Lower (mean)	Lower (median)

Bonus Pay	
Women's Bonus Pay is	
0.00%	0.00%
Lower (mean)	Lower (median)
Who Received Bonus Pay	
0.00%	0.00%
OF MEN	OF WOMEN

Pay Quartiles	
Top Quartile	
95.60%	4.40%
MEN	WOMEN
Upper Middle Quartile	
95.60%	4.40%
MEN	WOMEN
Lower Middle Quartile	
97.10%	2.90%
MEN	WOMEN
Lower Quartile	
89.90%	10.10%
MEN	WOMEN