

Husp Ltd



**2024
Gender Pay
Report**

About Husp

We were set up to meet the needs of contractors in a simple, clear and completely compliant way.

We offer a stress-free employment service for the benefit of UK freelancers, independent contractors and recruitment agencies.

Since our last gender pay report our headcount has increased by 36%.

2024 Gender Pay Report

This report sets out the results of second pay gap analysis performed in line with legislation that came into force in April 2017. The report also provides additional analysis we have undertaken to better understand the causes of our gender pay gap, as well as the initiatives we are currently implementing to improve our position.

Our results for 2024

Gender pay and bonus gap

The table below shows the mean and median gender pay gap. The gender pay gap figures are based on hourly rates of pay at the snapshot date of 5th April 2024. No bonuses were paid to the period ended 5th April 2024 for male and female employees.

- Our mean gender pay gap is 2.8%. On average women are paid £0.53p an hour less than males.
- Our median gender pay gap is 4.2%. On average hourly pay women are paid 0.68p less an hour more than men.

Gender mix

During the period ending 5th April 2024, we have a gender mix with 39% female vs 61% male.

Since our last report in 2023 the gender mix has remained the same.

Pay quartiles

The chart below illustrates the gender distribution across four equally sized quartiles.



Understanding our gender pay gap

The largest proportion of our workforce are men (making up 61%) and our data shows us that more men are within the upper middle and upper pay quartiles. This is because more men are currently working in more senior positions than women.

During the relevant period, there were no bonuses paid to either male or female employees, hence resulting in no mean and median pay gap in relation to bonus.

Addressing our gender pay gap

Equal Pay

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We:

- carry out regular pay audits;
- use external salary benchmarking of job roles and job levels to ensure fairness.

It is important to note that the gender pay gap is different to that of equal pay, namely the legal requirement to pay men and women the same for equal work, which is governed by the Equality Act.

Our Gender Pay Gap

Our gender pay gap is not because we pay men and women differently for the same or equivalent work but a gender pay gap exists because men and women work in different roles, where a higher proportion of men work in more senior positions.

As part of our strategy for FY24-25 we will look to understand why there is a discrepancy between men and women per pay quartile by collating evidence to understand:

- the number of men and women applying for senior jobs and being recruited;
- the number of men and women leaving our employment and their reasons for leaving;
- the number of men and women working flexibly and their level within our company;
- the number of men and women who return to their original job after maternity or other parental leave; and
- the number of men and women still working a year after they took maternity or other parental leave.

Closing our Gender Pay Gap

Our commitment over the next year is to;

Company Policies

- Continue to support our flexible working policies including hybrid working
- Review our guidelines on supporting employees before, during and after maternity and other parental leave.
- Continue to review all our company policies to ensure best practice as well as meet legislative requirements
- Commit to engaging with our workforce regularly with surveys and questionnaires to capture relevant feedback to review and inform policy.

Employee Attraction and Retention

- Access to an employee benefits and wellbeing portal that attracts both men and women

Declaration

We confirm that Husp Limited's gender pay gap calculations have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Information Regulations 2017) and that the information in this statement is accurate.

Signed:

Jay Gadher

Operations Director

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Jay Gadher
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Laura Hourican

Chief People Officer

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