

Gender Pay Gap Report 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of male and female employees in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year from 5th April each year.

We can use these results to assess:

- The levels of gender equality in our organisation
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting our payroll department.

The results of our Gender Pay Gap Reporting for 2025 are as follows (previous year's figures in brackets):

	Mean:	Median:
Gender Pay Gap	-0.6% (-1.1%)	0.0% (0.0%)
Gender Bonus Gap	0.1% (-0.4%)	78.3% (-175.1%)
	Male:	Female:
The proportion of males and females receiving a bonus payment:	97.2% (95.0%)	97.7% (96.0%)
The proportion of males and females in the organisation:	56.5% (75.1%)	43.5% (24.9%)
The proportion of males and females in each quartile band:		
	Upper:	44.1% (26.0%)
	Upper Middle:	43.3% (24.2%)
	Lower Middle:	43.3% (25.0%)
	Lower:	43.3% (24.2%)

Please note that for the figures for 'mean' and 'median' calculations, a positive value indicates that typically or overall, female employees have a lower pay or bonus than male employees. Conversely, a negative value indicates that typically or overall, female employees have a higher pay or bonus than male employees.

Supporting Statement

TJW Contract Solutions is a compliant professional employment umbrella company. As an employer to UK contractors, freelancers and agency workers we must include our employees to support Gender Pay Reporting requirements.

An umbrella company when operating correctly employs its workers through multiple assignments with recruitment agencies or end hirers, which offers a vastly simpler process than having multiple employers each year. The employment and tax arrangements of an umbrella company sees workers paid a minimum wage salary and a bonus. As a result, the figures we have provided above may not support the government's aim with this legislation.

We do not negotiate, nor are we otherwise involved in the determination of the worker's rate of pay or bonus. All contractors, freelancers and agency workers have negotiated the contract rate of pay with a recruitment agency or end hirer directly before sourcing employment with us. As such pay rates vary widely by sector, skill set and experience.

Karl Williams
 Operations Director

