Australasian
RECRUITMENT COMPANY

Gender Pay Gap Report

Published
March 2026

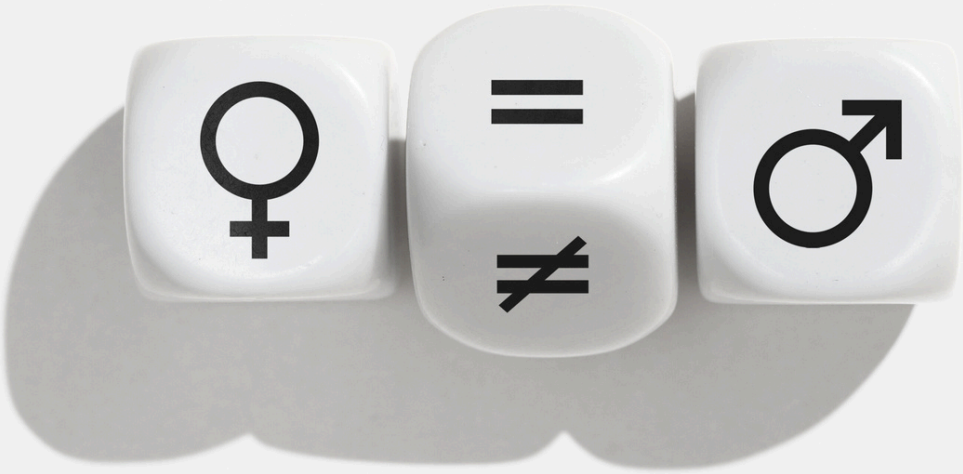
020 7625 3300
hello@australasian.co.uk
www.australasian.co.uk

What is the Gender Pay Gap Report?

Under the Equality Act 2010, all organisations which employ 250 people or more are required to publicly report the difference between the average earnings of all men and women employees, regardless of their role or seniority. This is expressed as a percentage of men's earnings. However, this report does not involve publishing individual employee's data.

It is important to be clear that the gender pay gap does not measure equal pay. Gender pay looks at the balance of men and women at each level of the organisation, by compensation (pay and bonus). Equal pay relates to what women and men are paid for performing equal work.

This document is Australasian Recruitment Company's Gender Pay Gap Report and delivers our pay findings, along with the steps we will take to further improve our results. This report covers the 2025–26 reporting cycle, using the legally set snapshot date of 5th April 2025. We have published our report in March 2025 (ahead of the reporting deadline of 5th April 2026).



Why are **ARC Reporting?**

While ARC employs 12 people for its business operations, as a recruitment agency, we supply temporary staff through contracts for service.

Combined, these exceed 250 people. Temporary staff are supplied to our clients who work across the a range of sectors, including, financial, higher educaiton, business administration, and commercial.

While temporary staff pay rates are set by our clients, we are committed to workplace equality and closing the gender pay gap. We make efforts to put forward qualified candidates regardless of gender for each open role. There is always room for improvement, and we continually review our practices across all sectors and position levels to ensure fair representation and pay.

Achieving pay equity is simply the right thing to do for a successful business and fair society. We believe talent and qualifications, not gender, should determine someone's compensation. As a company, we strive to uphold the principle of equal pay for equal work.

Our **findings**

Mean and Median Gender Pay Gap - Hourly pay

A gender pay gap is the difference between the hourly rate of pay for all men and all women. Two types of gender pay gap are reported on:

- **Mean hourly pay gap:** the difference between the average hourly earnings of men and the average hourly earnings of women
- **Median hourly pay gap:** the difference between the midpoint in the range of hourly earnings of men and the midpoint in the range of hourly earnings of women

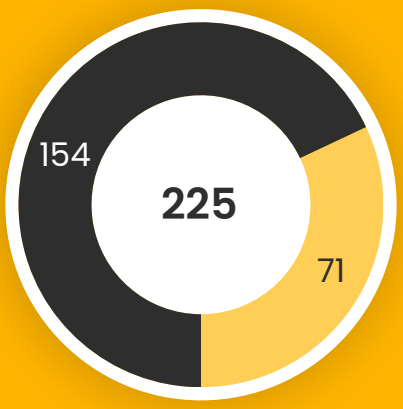
Ordinary pay, expressed as an hourly rate, is used to calculate the mean and median gender pay gaps. This includes basic pay, allowances and any bonus payments made in April 2025. Overtime payments are not included.

The figures on the right show the overall mean and median gender pay gap in our organisation.

Our (mean) pay gap stands at -10%. The mean can be defined as the average of employee hourly rate; in other words, females mean hourly rate is 10% higher than male employees.

Our (median) pay gap stands at 0%. The median can be defined as the middle number in a ranked list of hourly rates; in other words, females median hourly rate is equal to that of male employees.

Snapshot headcount



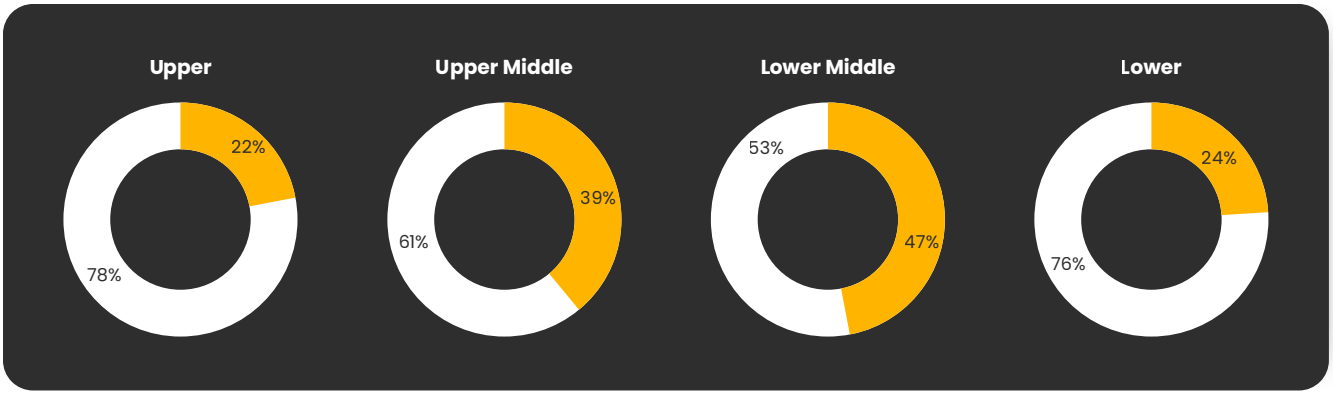
Men Women

-10%
Mean

0%
Median

Our findings:
Pay Quartiles

Quartile bands split the workforce into four equal quarters by amount paid. Pay quarters give an indication of women's representation at different levels of the organisation. The Upper Quartile includes the top 25% of earners whilst the Lower Quartile contains the lowest 25%.



Bonus Pay Gap

This measure looks at the difference in the value of bonus payments received by men and women.

Our mean bonus pay gap is -45%, meaning that the average bonus paid to women is higher than that paid to men.

However, the median bonus pay gap is 9%, meaning that when all bonus payments are ranked from lowest to highest, the middle value bonus is slightly higher for men than for women.

The difference between the mean and median figures indicates that while a number of women received higher bonus payments which increase the overall average, the typical (median) bonus payment across the organisation remains broadly similar between men and women.

-45%
Mean

9%
Median

Written **statement**

As a recruitment agency supplying temporary workers to a wide range of clients and sectors, pay rates for assignments are typically determined by our clients based on the roles, locations and market conditions.

As a result, the gender pay gap figures reported reflect the mix of assignments, sectors and roles that workers undertake across our client base.

We will continue to monitor, identify and reduce gender pay gaps through:

01 Improving understanding of the gender pay gap to our clients by sharing these findings and highlighting actions they can take to reduce it.

02 We will continue to monitor pay to see the effects of our actions on the gender pay gap and identify any gender bias.

03 Internal training to ensure we are promoting equality and inclusion within all job postings.

While we do not directly set pay rates for many of the roles our temporary workers undertake, we work closely in partnership with our clients to promote fair and equitable pay practices wherever possible.

We aim to ensure that workers are offered assignments based on their skills and experience and that opportunities are accessible to all.

We remain committed to monitoring our gender pay gap and continuing to work collaboratively with our clients to support fair representation and equal opportunities across the workforce.

Confirmation **statement**

We confirm that the calculations in our report are accurate and have been calculated in accordance with Gender Pay Gap reporting requirements as outlined in the legislation and accompanying guidance.

Holly Finlayson

Holly Finlayson
Managing Director

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