
**BROOKSON
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A PEOPLE2.0 COMPANY



**GENDER
PAY GAP**

BROOKSON SOLUTIONS LIMITED GENDER PAY GAP REPORT 2025

INTRODUCTION

Since 2017, any organisations based in England, Scotland or Wales, with at least 250 employees, must publish and report on specific figures about its gender pay gap. As a qualifying organisation, we have complied with our obligations to monitor, report and publish our findings since this date.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The figures must be calculated using a specific reference date, called the 'Snapshot Date'.

The relevant snapshot date for Brookson Solutions Limited is 5 April each year.

These gender pay gap measures are not a representation of equal pay.

THE REPORTING REQUIREMENTS

- Average gender pay gap as a mean average.
- Average gender pay gap as a median average.
- Average bonus gender pay gap as a mean average.
- Average bonus gender pay gap as a median average.
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- Proportion of males and females when divided into four groups ordered from lowest to highest pay (Pay Quartiles).

Reporting Requirement	Percentage Difference (%)
Mean Difference in Hourly Rate	10.91%
Median Difference in Hourly Rate	9.75%
Mean Difference in Bonus Payment	0
Median Difference in Bonus Payment	0

BONUSES

As no bonuses are paid by Brookson Solutions Limited, the necessary data is recorded as 0.

PAY QUARTILES

	MEN %	WOMEN %	NO. OF MEN	NO. OF WOMEN
UPPER (75-100%)	81.50	18.50	370	84
UPPER MIDDLE (50-75%)	86.12	13.88	391	63
LOWER MIDDLE (25-50%)	78.19	21.81	355	99
LOWER (0-25%)	80.66	19.34	467	88
TOTAL			1,483	334

SUMMARY

In 2025 we have seen a slight decrease in the average hourly rates between our male and female employees compared to the previous year in the period which the snapshot was taken, however this fluctuates month on and month, as does the number of employees employed at any one time.

Umbrella employment with Brookson Solutions Limited continues to be an attractive way of working due to the ongoing effect of the April 2021 Off-Payroll Working Rules ("IR35"). Umbrella employment, such as that offered by Brookson Solutions, is a beneficial arrangement to those Off-Payroll Workers assessed as Inside IR35 as it provides both the stability and benefits associated with employment but also the flexibility of the temporary working. Additionally, where a worker is engaged via an umbrella company, the end-hirer is not required to undertake an IR35 review on these workers, as the deductions have already been made, therefore making the umbrella solution beneficial to both end-hirers and workers.

The highest number of females are contained in the Lower Middle Quartile, with the smallest percentage of males in this Quartile. However, it is evident that there is a relatively even split with both male and female wages across the spectrum.

Whilst the majority of Brookson Solutions employees are male, with only 22.52% being female, this can be explained the fact that Brookson Solutions predominantly employ individuals in the construction and engineering sectors which are typically male dominated.

There is also evidence which suggests that women tend to prioritise job security and regular income that come with traditional employment whereas umbrella employment is akin to contracting and often includes short-term assignments, with little or no notice periods, and flexible payment dates and rates. Therefore, due to the sporadic nature of work, and the risk that there will be times where no work is available on short notice, this limits the number of women who choose to operate this way.

HOW WE WILL REDUCE THE GAP

Due to the nature of the services Brookson Solutions Limited provides as an umbrella company, it has little involvement in arranging or negotiating the employee's rates of pay and it's employees tend to source their own work or use a recruitment to do so. Brookson Solutions trust that recruiters have the necessary understanding of current market relevant rates for the services provided by our employees.

Brookson Solutions prides itself on working effectively with trusted recruitment agencies, this relationship will continue to ensure adequate and equal pay rates are offered to its employees. Brookson Solutions is committed to ensuring accessibility to all contracting roles and recognises the need to attract talented individuals for each role, regardless of gender.



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