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# Gender Pay Gap



# Gender Pay Gap



The gender pay gap is defined as the difference between the mean or median hourly pay rate that female and male staff receive.

The mean pay gap is the difference between the mean of medial hourly pay rate that female and male staff receive.

The mean pay gap is the difference between hourly earnings for male and females staff, taking the sum of all hourly rates divided by the total number of male or female staff in the given sample.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings between male and female staff. All salaries in the sample are in order from highest to lowest and the middle most salary is selected.

The information provided is based on hourly rates of pay during the monthly pay period until 5th April 2023. The bonuses paid are for a period from 1st April 2022 until 31st March 2023.

The headcount for the business for the 2023 report has risen to 689 employees which is an increase of 19% from last year's report of 569, due to the business's continued growth strategy.

Due to the headcount increase, all reporting categories have seen an increase in the percentage differences between males and female figures except for a slight reduction in the number of females receiving a bonus during the year along with an increase on the percentage of employees not receiving a bonus.

Average salaries and hourly rates have increased from last year, with the median salary remaining unchanged.

Women continue to remain equally represented across each pay quartile, with the upper quartile maintaining the percentage of 56%.

Women represent a total of 72% of the whole work force which is a slight increase on the previous year.

The remaining action plan point to be achieved in relation to reducing the Gender Pay Gap:

- Developing a benefits package for all employees

During 2022/2023 we made the decision to become a Living Wage employer as part of our commitment to gender pay equality.

As a business we will continue to report on the Gender Pay Gap internally at 6 month intervals as we move forward as a larger, more diverse business to monitor and review our progress.

Adrian Jaggard, CEO

£	<b>MEAN:</b>	HOURLY RATE:	£22.21
		SALARY:	£38,860.72
£	<b>MEDIAN:</b>	HOURLY RATE:	£15.84
		SALARY:	£28,000.00



## HOURLY RATES

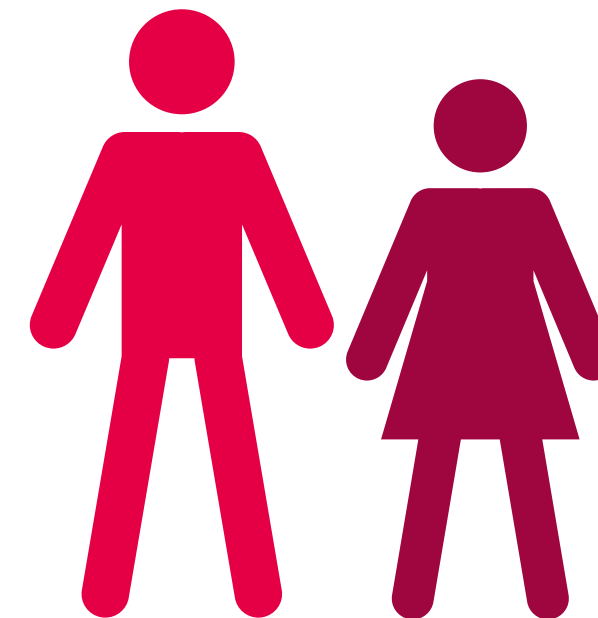


## ANNUAL SALARIES



## RECEIVED BONUS DURING 1ST APRIL 2022 UNTIL 31ST MARCH 2023 \*

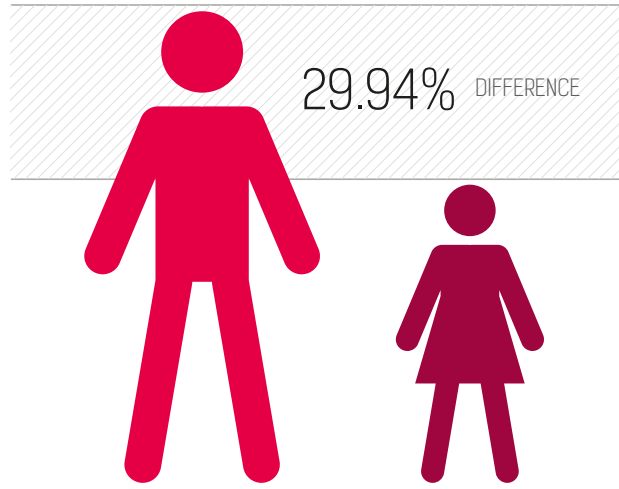
Total 689 employees



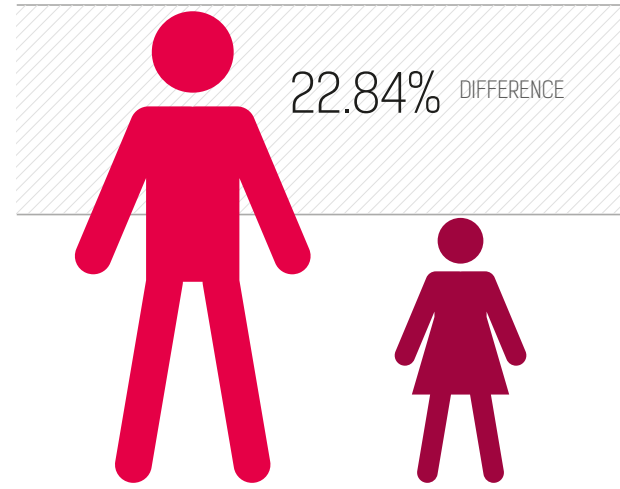
544 employees (78.96%)  
No bonuses paid



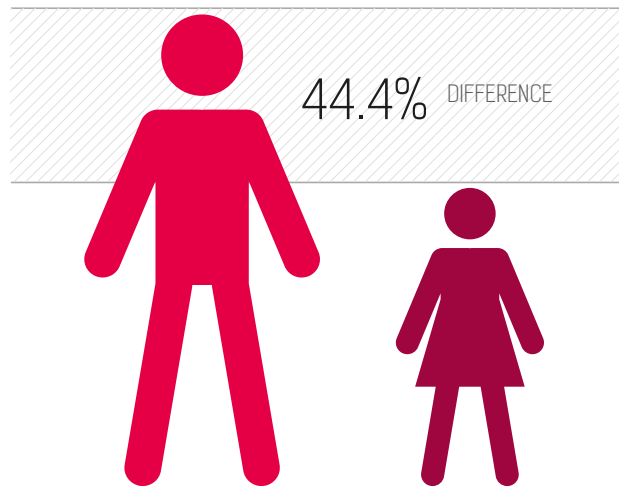
### MEAN HOURLY RATES



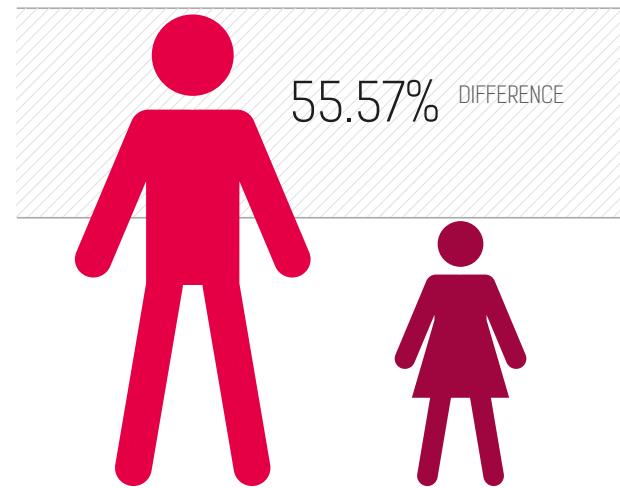
### MEDIAN HOURLY RATES



### MEAN BONUS

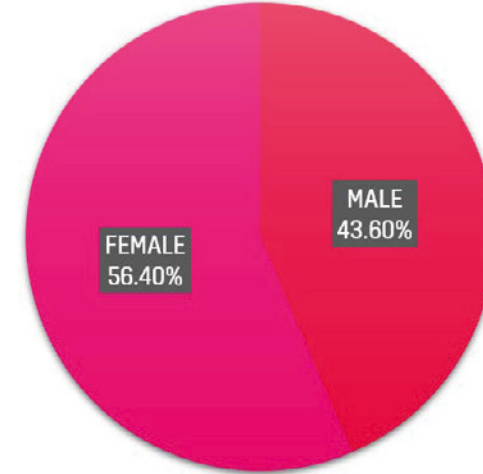


### MEDIAN BONUS

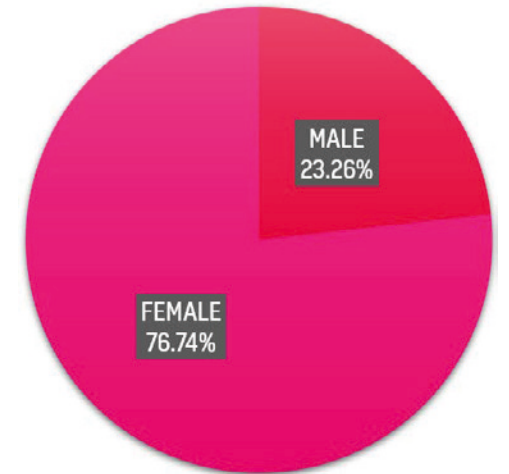


### SALARY QUARTILE PERCENTAGES (172 IN EACH QUARTILE)

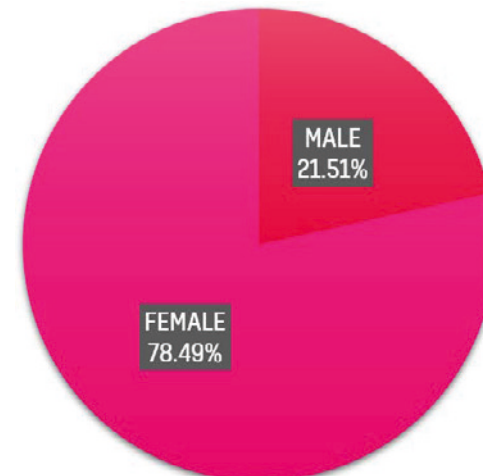
UPPER QUARTILE



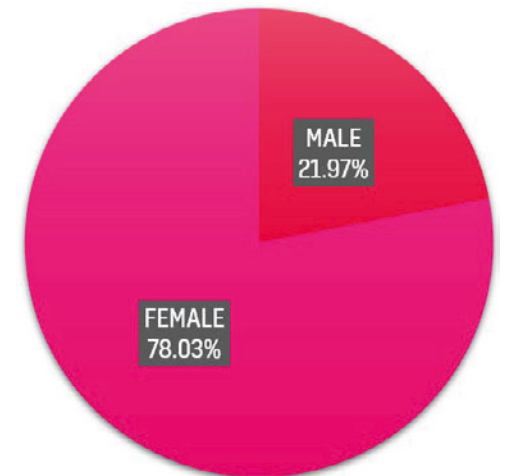
MID QUARTILE



LOWER MID QUARTILE



LOWER QUARTILE



TAYLOR ROSE GENDER PAY GAP REPORT 2022- 2023 (5TH APRIL 2023)



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