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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 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 female 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 2024. The bonuses paid are for a period from 1st April 2023 to 31st March 2024.

The headcount for the business for the 2024 report has decreased to 587 employees which is a decrease of 14.8% from last years report of 689, due to natural attrition and there was a recruitment freeze within the business during the reporting period.

Due to the headcount decrease, the reporting quartiles have also seen a decrease in the number within each quartile. However, each percentage within the male and female quartiles have remained largely consistent with last year with the largest change and increase in the males within the mid quartile.

Average salaries and hourly rates across the company have increased again for another year with the median salary increasing by 7.14%.

Whilst the number of employees being paid a bonus has reduced compared to last year, the number of females receiving a bonus has increased from 17% to 32% with the percentage of males receiving a bonus reducing.

The mean bonus difference has fallen from 44% to 31% within the business.

Women continue to remain equally represented across each pay quartile, with the upper quartile female representation increasing from 56.40% to 57.53% and represent a total of 79% of the whole work force which is an increase on 72% in the previous year.

Developing a benefits package for all employees remains an action point from last year's report and whilst the benefit review is still ongoing the following changes have been introduced into the business:

- Commitment to continue to be a Living Wage Employer
- Enhanced Maternity & Paternity Benefits
- Increased holiday entitlement

We are also committed to developing a bonus scheme which is accessible to all of our employees not just those in fee earning roles.

We ensure that our recruitment processes are transparent and encourage internal transfers/promotions within the business to ensure that everyone has the opportunity to progress.

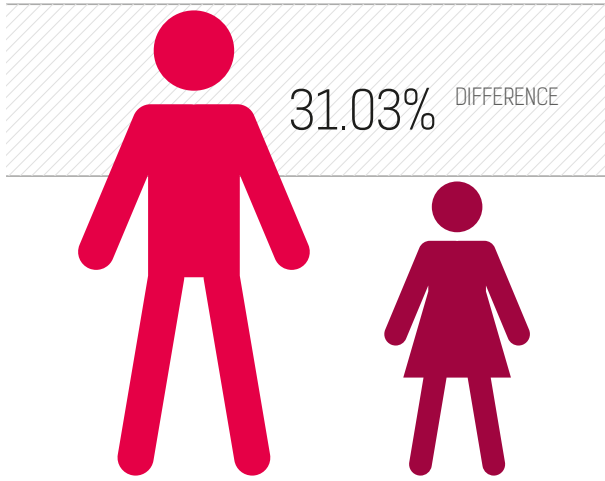
As a business, we will continue to report on the Gender Pay Gap internally at 6 month intervals to monitor and review our progress as we aim to drive a reduction in our Gender Pay Gap.

Adrian Jaggard, CEO

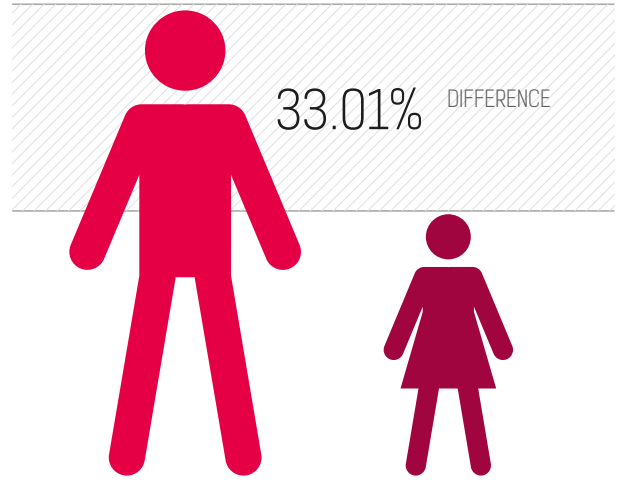
£	MEAN:	HOURLY RATE:	£23.49
		SALARY	£41,198.43
£	MEDIAN:	HOURLY RATE:	£17.03
		SALARY	£30,000.00



HOURLY RATES

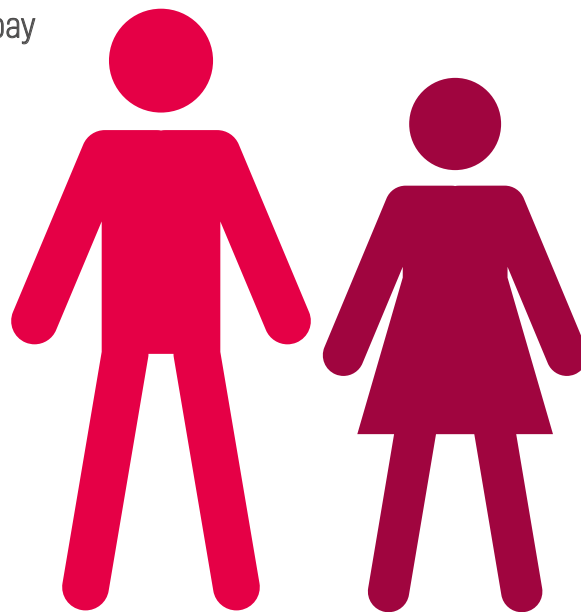


ANNUAL SALARIES



RECEIVED BONUS DURING 1ST APRIL 2023 UNTIL 31ST MARCH 2024*

Total 587 employees in pay period for 5th April 2024



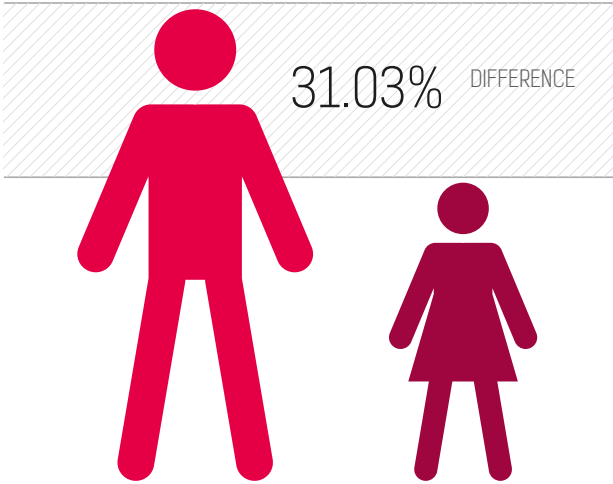
40.85%
67 MALES

32.62%
138 FEMALES

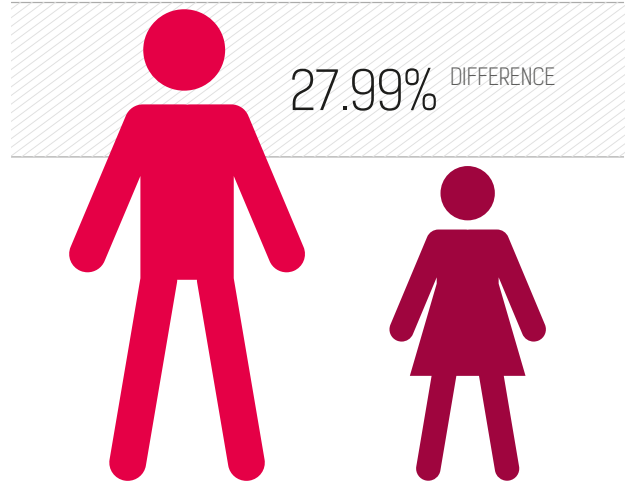
*382 employees (65.08%)
No bonuses paid



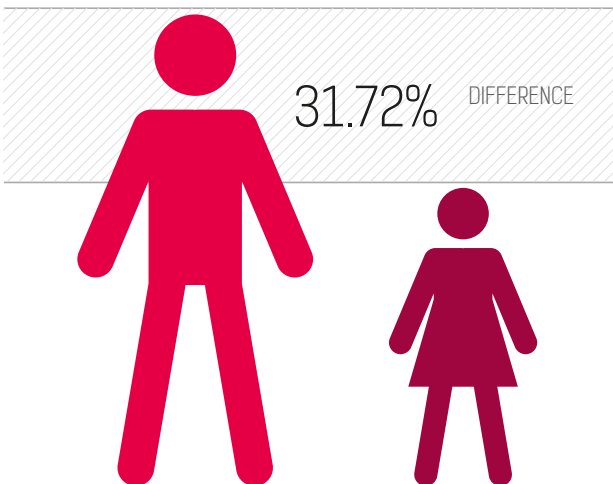
MEAN HOURLY RATES



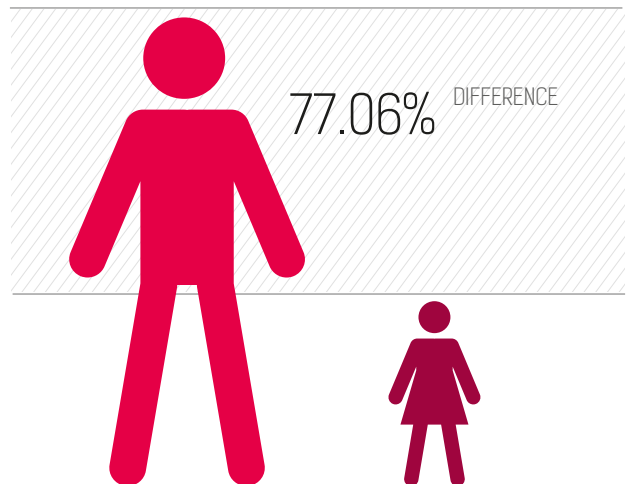
MEDIAN HOURLY RATES



MEAN BONUS



MEDIAN BONUS

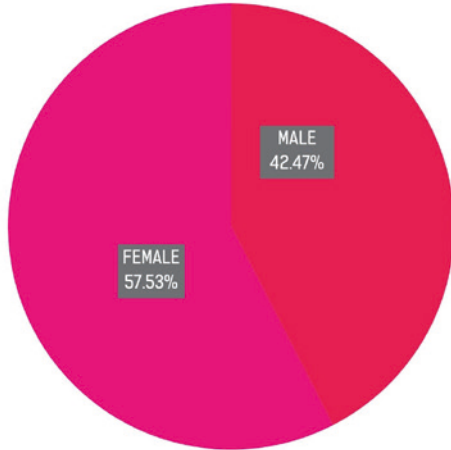




SALARY QUARTILE PERCENTAGES

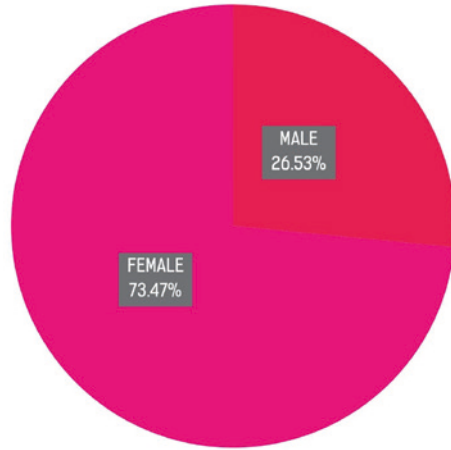
UPPER QUARTILE

146 EMPLOYEES



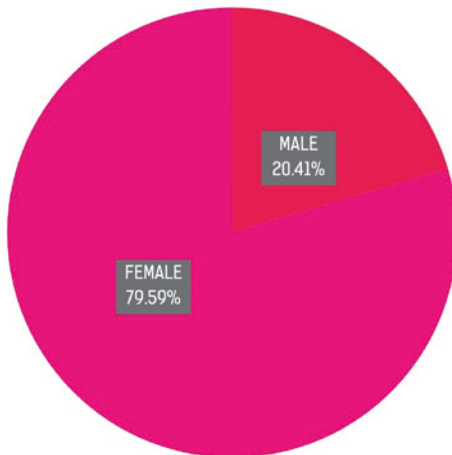
MID QUARTILE

147 EMPLOYEES



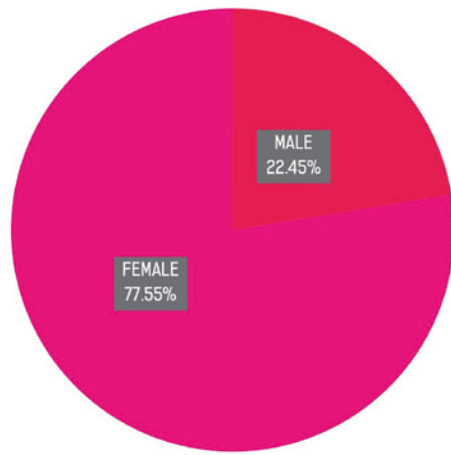
LOWER MID QUARTILE

147 EMPLOYEES



LOWER QUARTILE

147 EMPLOYEES



TAYLOR ROSE GENDER PAY GAP REPORT 2023 - 2024 (5TH APRIL 2024)



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