



Gender Pay Gap 2025

April 2024 - March 2025

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 2025. The bonuses paid are for a period from 1st April 2024 to 31st March 2025.

The headcount for the business for the 2025 report has decreased to 539 employees which is a decrease of 8.18% from last years report of 587, due to natural attrition, as well as a restructure following the decision to move away from providing Legal Aid services.

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 in a decrease in the percentage of males within the upper quartile.

Women continue to remain equally represented across each pay quartile, with the upper mid quartile female representation positively increasing from 73.47% to 74.81% and represent a total of 73.10% of the whole work force.

Average salaries and hourly rates across the company have increased again for another year.

The number of employees being paid a bonus has reduced compared to last year but the gap between the bonus received by males and females has reported a reduction.

We have continued our commitment to developing a benefits package for all employees and reviewing our current offering. We are proposing to introduce for our next business year, the following benefits for all employees:-

- Life Assurance
- Health Cash Plan

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

This year we have obtained the Disability Confident Level 1 accreditation for our recruitment processes and still encourage internal transfers/promotions within the business to ensure that everyone has the opportunity to progress within the legal sector.

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



Adrian Jaggard, CEO

HOURLY RATES



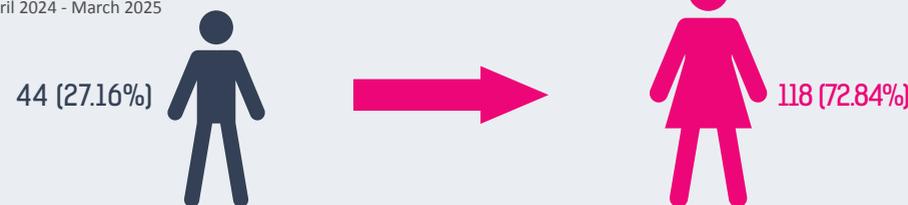
ANNUAL SALARIES



BONUSES



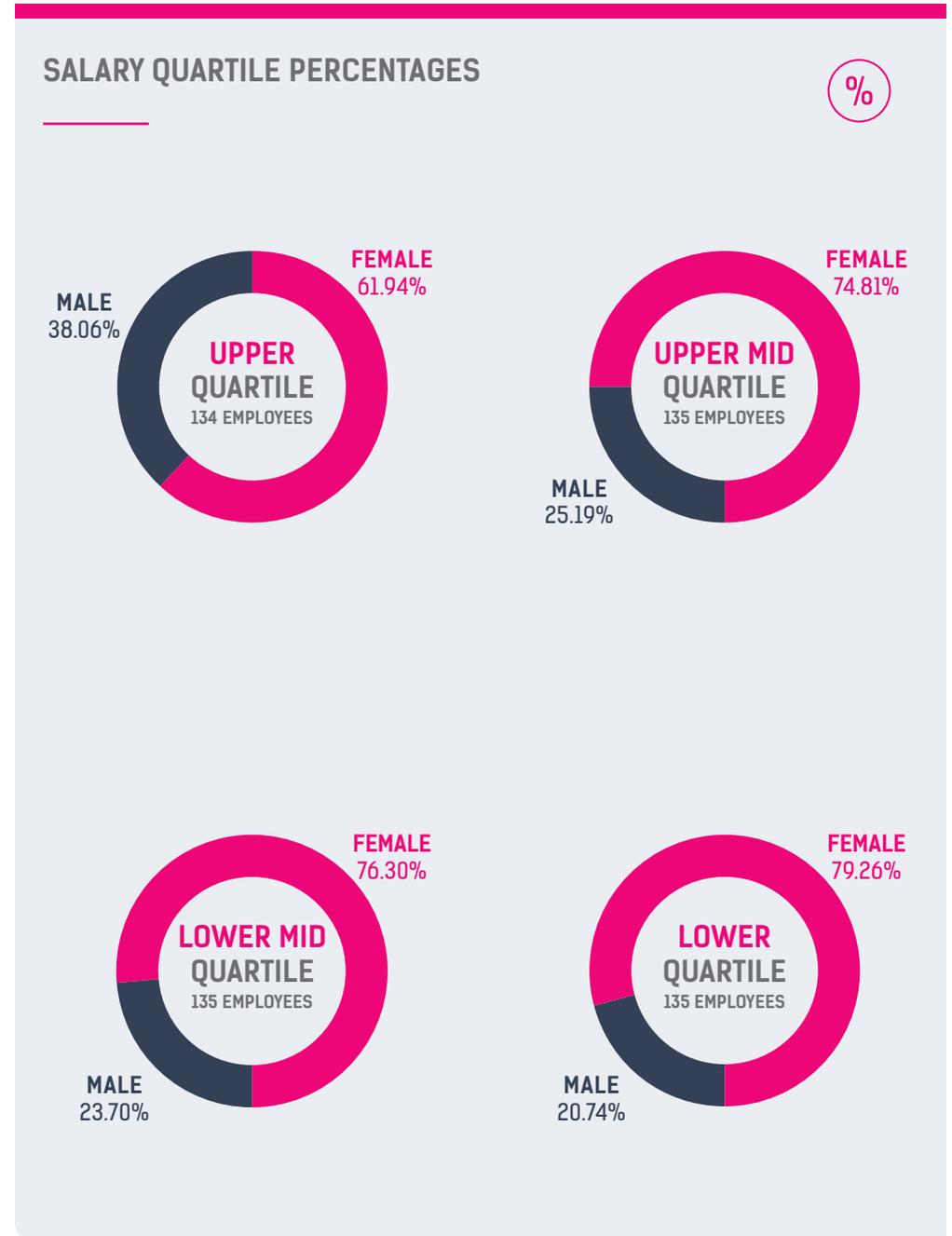
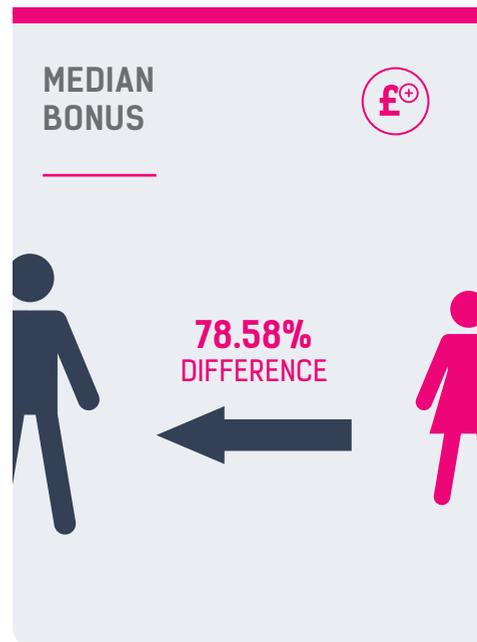
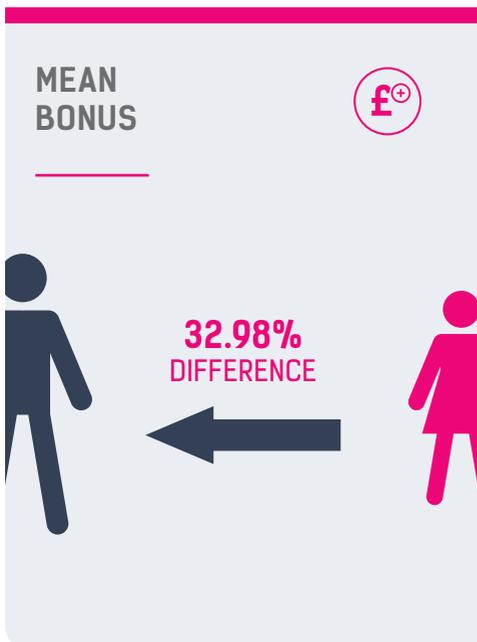
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Total employees: 539

Total not received: 377 (69.9%)

Total received: 162 (30.1%)





For more information about Taylor Rose or if you would like to instruct us, please get in touch.



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Visit our website

taylor-rose.co.uk

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