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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 an the middle most salary is selected.

The information provided is based on hourly rates of pay during the monthly pay period until 5th April 2022. The bonuses paid are for a period from 1st April 2021 until 31st March 2022.

The headcount for the business for the 2022 report has risen to 569 employees which is an increase of 13% from last year's report, due to the business's continued growth strategy.

All reporting categories have seen a marked reduction in the percentage differences between males and female figures except for the Median Bonus which increased.

The percentage of females receiving bonus within the business doubled from 9 to 18%.

Average salaries and hourly rates have increased from last year, with the Median salary showing a slight reduction but this will be influenced by the increase in head count.

Women continue to remain equally represented across each quartile and has also maintained the larger percentage compared to men within the upper quartile.

Women represent a total of 71% of the whole work force. The following action plan points were achieved during the last year:

- Flexible & hybrid working established
- Investment in IT infrastructure to support flexible & hybrid working
- Commission scheme introduced for all fee earners in fee earning departments
- Standardised contractual working hours achieved in July 2021 from 37.5 to 35 hours.

The remaining action plan point to be achieved:

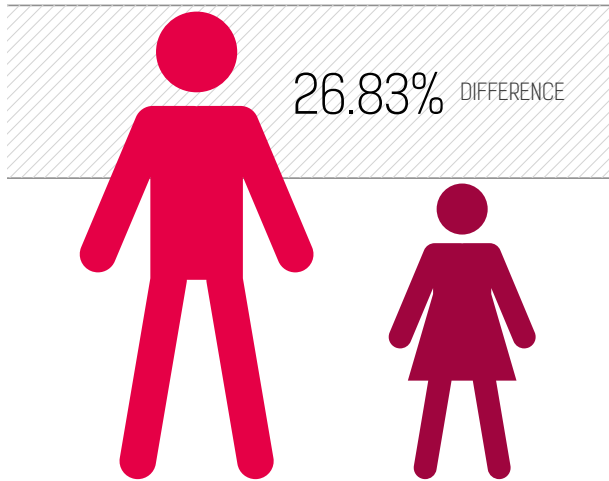
- Developing a benefits package for all employees

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

£	MEAN:	HOURLY RATE:	£21.66
	MEDIAN:	SALARY:	£38,080.53
		HOURLY RATE:	£15.93
		SALARY:	£28,000



HOURLY RATES



ANNUAL SALARIES



RECEIVED BONUS DURING 1ST APRIL 2021 UNTIL 31ST MARCH 2022 *

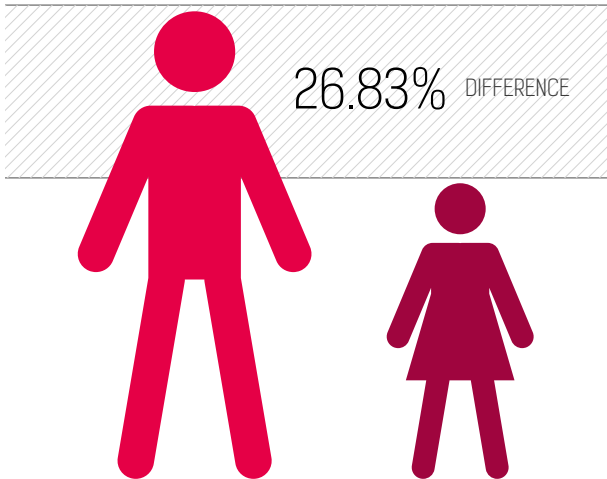
Total 569 employees



417 employees 73%
No bonuses paid



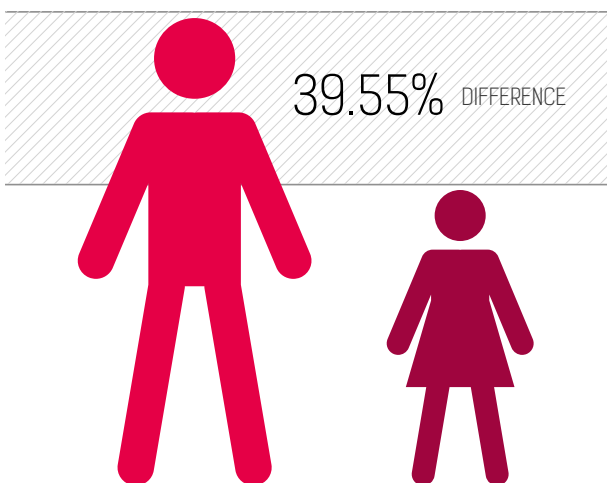
MEAN HOURLY RATES



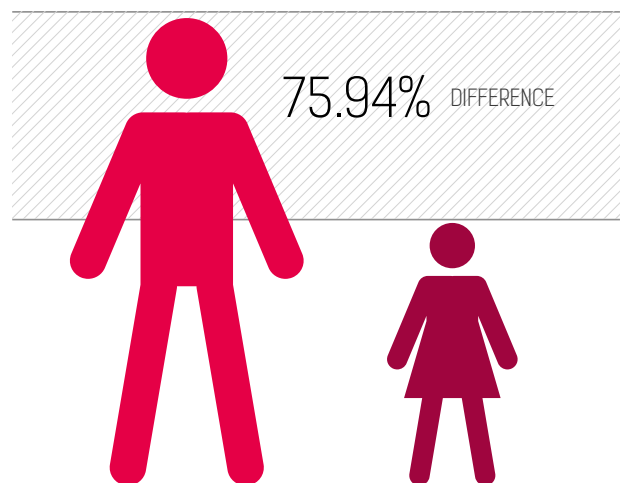
MEDIAN HOURLY RATES



MEAN BONUS



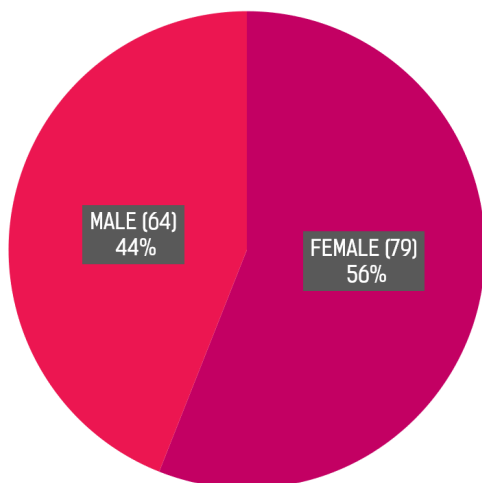
MEDIAN BONUS



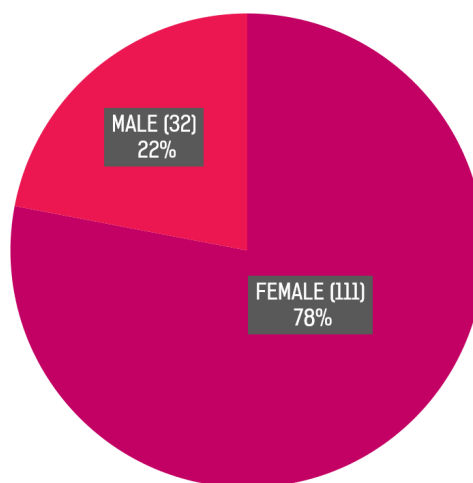


SALARY QUARTILE PERCENTAGES (143 IN EACH QUARTILE)

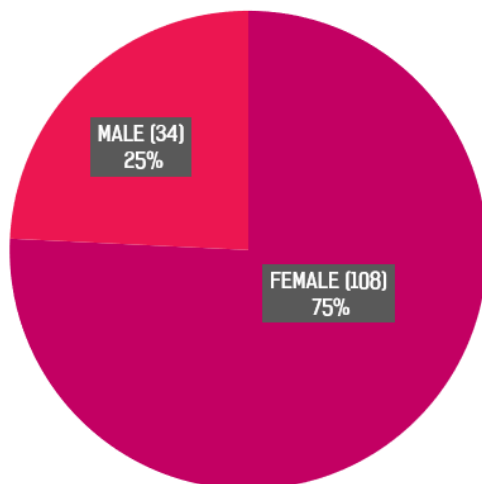
UPPER QUARTILE



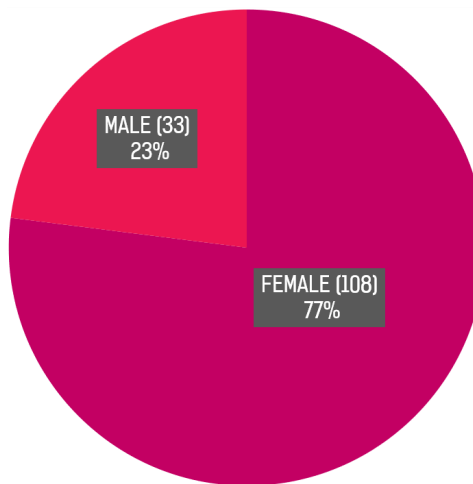
MID QUARTILE



LOWER MID QUARTILE



LOWER QUARTILE



TAYLOR ROSE MW GENDER PAY GAP REPORT 2021 - 2022 (5TH APRIL 2022)



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