

# Gender Pay Gap





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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 hourly earnings for male and female, 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 ending on 31st March 2019. The bonuses paid are for a period of a year from 31st March 2018 to 31st March 2019.

This is the first gender pay gap report produced by Taylor Rose TTKW with the main reason for our gender pay gap being the imbalance of male and female staff in

senior positions within the business. However, women are equally represented in each pay quartile across the business, and representing 72% of our employees.

Not all staff are eligible for bonus payments and the figures represent bonus paid, not staff eligible for bonus during the period.

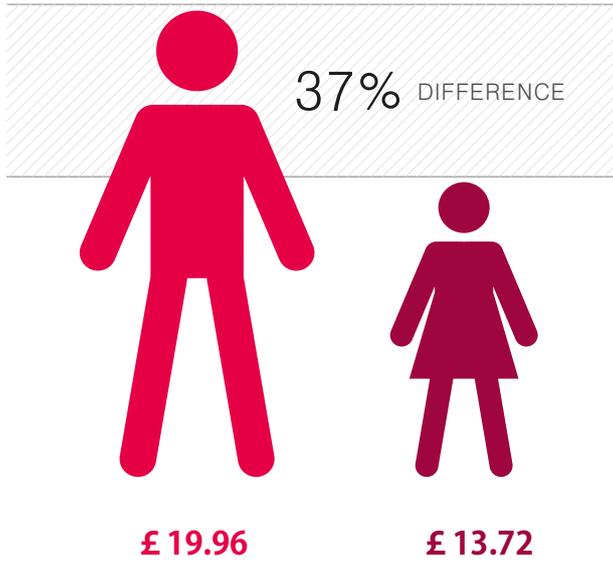
Taylor Rose TTKW are committed to reducing the gender pay gap within the business by reviewing how we recruit, retain and promote females into senior roles, as well as part of our wider commitment to being an inclusive and supportive employers along with delivering smart, modern law.

Whilst the gender pay gap is influenced by a number of factors, in the specific case of Taylor Rose TTKW, the recent merger and acquisitions that we have undertaken as part of our growth strategy have had a specific impact. We also have a female bias for part time role within our administrative functions in the lower pay quartiles, with flexible working arrangements in place.

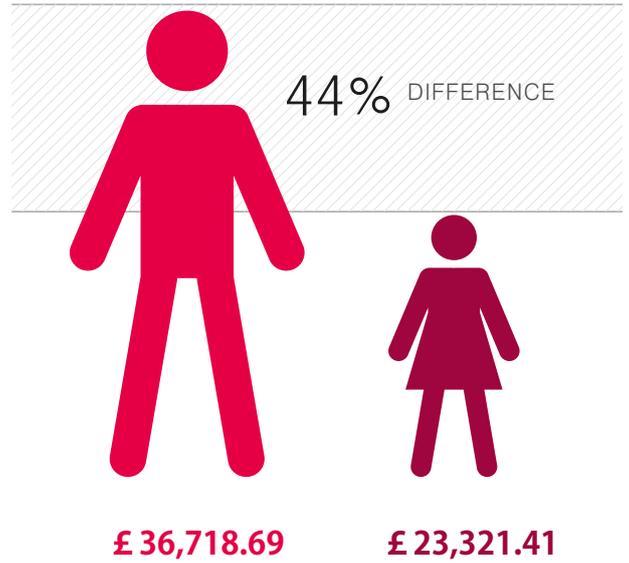
£	MEAN:	HOURLY RATE:	£15.42
		SALARY:	£26,979.00
	MEDIAN:	HOURLY RATE:	£11.81
		SALARY:	£21,500



### HOURLY RATES



### ANNUAL SALARIES



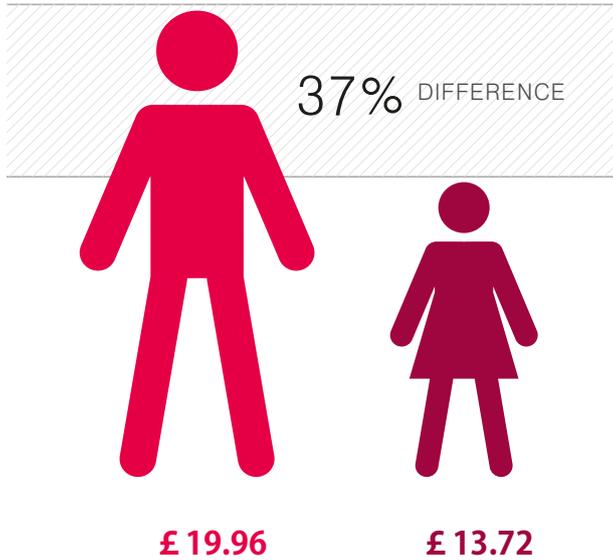
### RECEIVED BONUS DURING 1ST MARCH 2018 UNTIL 31ST MARCH 2019\*



\*No bonuses paid 41%



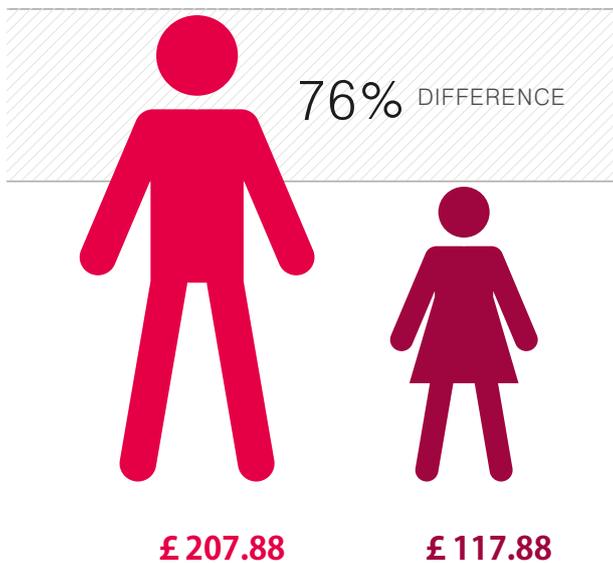
### MEAN HOURLY RATES



### MEDIAN HOURLY RATES



### MEAN BONUS



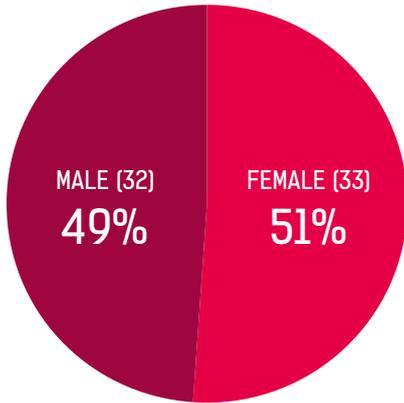
### MEDIAN BONUS



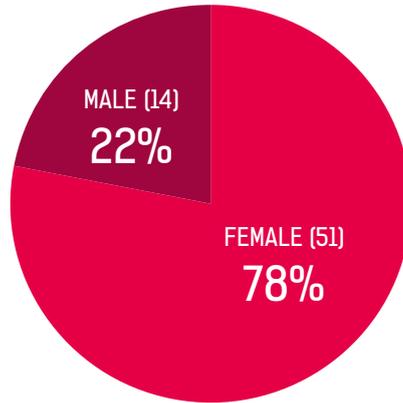


## SALARY QUARTILE PERCENTAGES (65 IN EACH QUARTILE)

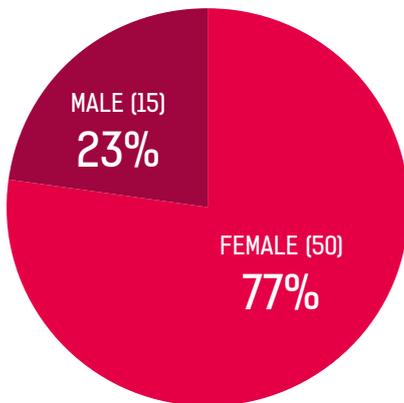
### UPPER QUARTILE



### MID QUARTILE



### LOWER MID QUARTILE



### LOWER QUARTILE

