

## **GALBRAITH**

**APRIL 2018**

### **GENDER PAY GAP STATEMENT**

Galbraith is committed to ensuring that all employees are paid fairly for the work that they do. We are also committed to ensuring that the gender pay gap is minimised so far as possible.

In addition, we will use it to assess:

- The balance of gender equality within the company
- Whether one gender is less likely to reach a higher level within the company
- That we are rewarding all employees consistently for the work that they do

As part of that commitment, we have prepared this statement and accompany information in order to comply with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

In collating this information, we can confirm that we have a gender gap as demonstrated below.

The reason for the gap is that a large number of support roles within the business are predominantly performed by female staff. The reason for this is because the majority of applications when recruiting for support staff roles are received from women. The company remains an equal opportunities employer and will aim to continue to apply a fair and equal approach to our processes including but not limited to recruitment.

The information we are publishing is based on 6 statutory calculations which show the difference between earnings of men and women working for us. No employee will be named or identifiable in the information published.

The figures will be published on both our website and the relevant government website.

1. The difference between the mean hourly rate of pay of full pay relevant male employees and that of full pay relevant female employees

	<b>Mean hourly rate of pay (£)</b>	<b>Gender pay gap (%)</b>
<b>Full pay relevant male employees</b>	16.96	21.52
<b>Full pay relevant female employees</b>	13.31	

2. The difference between the median hourly rate of pay of full pay relevant male employees and that of full pay relevant female employees

	<b>Median hourly rate of pay (£)</b>	<b>Gender pay gap (%)</b>
<b>Full pay relevant male employees</b>	15.59	20
<b>Full pay relevant female employees</b>	12.47	

3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees

	<b>Mean bonus (£)</b>	<b>Gender pay gap (%)</b>
<b>Full pay relevant male employees</b>	2745.52	10.45
<b>Full pay relevant female employees</b>	2458.59	

4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees

	<b>Median bonus (£)</b>	<b>Gender pay gap (%)</b>
<b>Full pay relevant male employees</b>	2542.88	13.67
<b>Full pay relevant female employees</b>	2195.20	

5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12 month period.

	<b>Bonus paid</b>	<b>(%)</b>
<b>Full pay relevant male employees</b>	16	27.1
<b>Full pay relevant female employees</b>	12	8.5

6. The proportions of relevant male and female employees in four notional quartile pay bands

<b>Quartile</b>	<b>Men (%)</b>	<b>Women (%)</b>
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<b>Upper (75-100%)</b>	54	46
<b>Upper middle (50-75%)</b>	30	70
<b>Lower middle (25-50%)</b>	14	86
<b>Lower (1-25%)</b>	20	80

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Date published: 4<sup>th</sup> April 2018