



Reed Boardall



Gender Pay Gap Report



2022

Gender Pay Gap Report – 2022



At Reed Boardall, we believe in a workplace that celebrates diversity and empowers everyone with the same opportunities. We continue to foster a diverse and gender balanced workforce and once again meet the objectives of the Government's gender pay reporting legislation.

With our ongoing focus of quality and service, we remain committed to creating and retaining a talented and highly trained team from a wide range of cultural backgrounds, which reflects the communities in which we live.

The mean gender pay gap for all UK

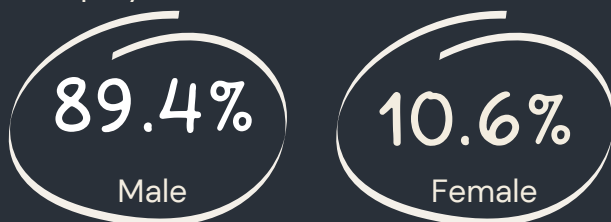
employees (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 8.3% and at 5.6%, our mean gender pay gap is, therefore, significantly lower than the UK average. Our median (middle) pay gap of 13% is also lower than the UK average of 14.9%.

As a long established family business, we value the different experiences, skills and views of our diverse workforce who are central in enabling us to provide an outstanding service to our customers.

Sarah Roberts
Group Finance Director

The Gender Pay Gap

The Gender Pay Gap is the comparison of the pay for all the men and women in our business, taken as a snapshot in time. This report refers to data taken on 5 April 2022 (733 full pay equivalent employees).



We remain committed to providing equal opportunities and treatment to all employees in line with the Equality Act

2010. We do not and will not discriminate against anyone because of their age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

Equal Pay

The Gender Pay Gap is not to be confused with Equal Pay, which is the right to be paid the same salary for doing the same job, regardless of gender. We are a committed Equal Pay employer; we pay by role not gender or any other characteristics as above.



The facts and figures



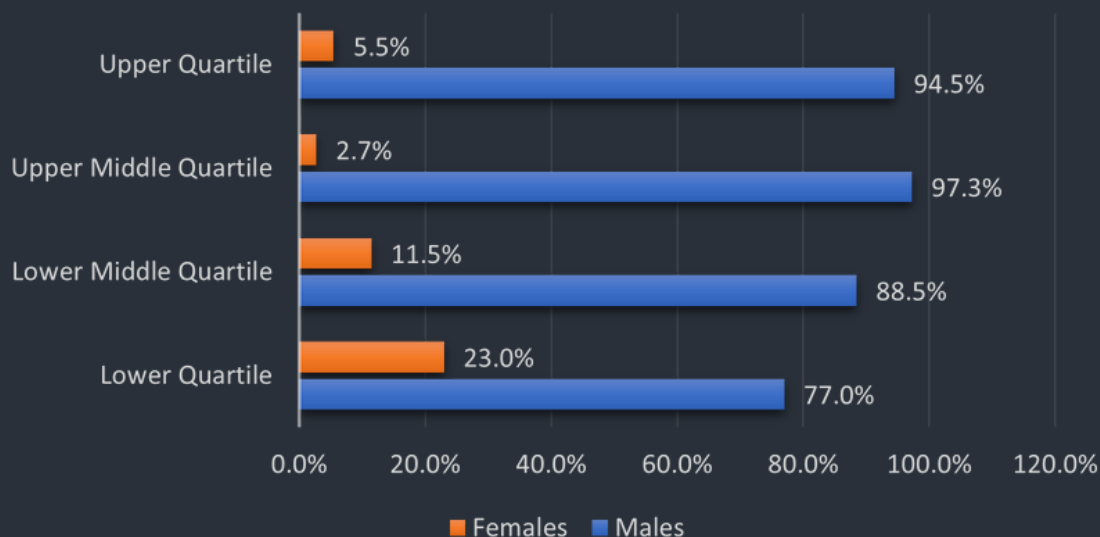
Difference between Men and Women

	Mean (average)	Outcome (Middle)
Gender Pay Gap	5.6%	13.0%
Gender Bonus Pay	- 44.5%	3.0%

% of employees receiving a bonus

	Bonus Paid	No Bonus Paid
Female	6.2%	93.8%
Male	5.4%	94.6%

Pay Quartiles by Gender

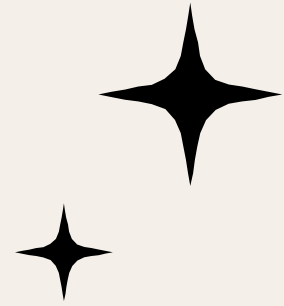


EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

Everyone deserves a place to feel equal



At Reed Boardall, we believe in a workplace that celebrates diversity and empowers everyone with the same opportunities. Whilst we know we have more to do, we will take steps to show our commitment and passion to address this important issue. We are grateful to our colleagues for their willingness to share and learn so that we become stronger together. Championing a diverse workforce is our priority and we will ensure this continues in 2023 and beyond.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.