



Reed Boardall



# Gender Pay Gap Report



2023

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At Reed Boardall, we believe in a workplace that celebrates diversity and empowers everyone with the same opportunities. We continue to foster a diverse workforce recruited and retained on talent and skills rather than any other basis. We are pleased to report an improvement in the gender pay gap from last year and once again maintain significantly lower gender pay gaps than the national averages.

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 full time UK employees (according to the April 2023 Office for National Statistics Annual Survey of Hours and Earnings figures, published in November 2023) is 7.7% and at 2.9%, our mean gender pay gap is significantly lower than the UK average. It is also an improvement on our 2022 figure of 5.6%. Our median (middle) pay gap of 8.2% is also lower than the UK average of 14.3% and again, an improvement on our 2022 figure of 13%.

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 2023 (805 full pay equivalent employees). Our gender profile of all relevant employees is made up as below.



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



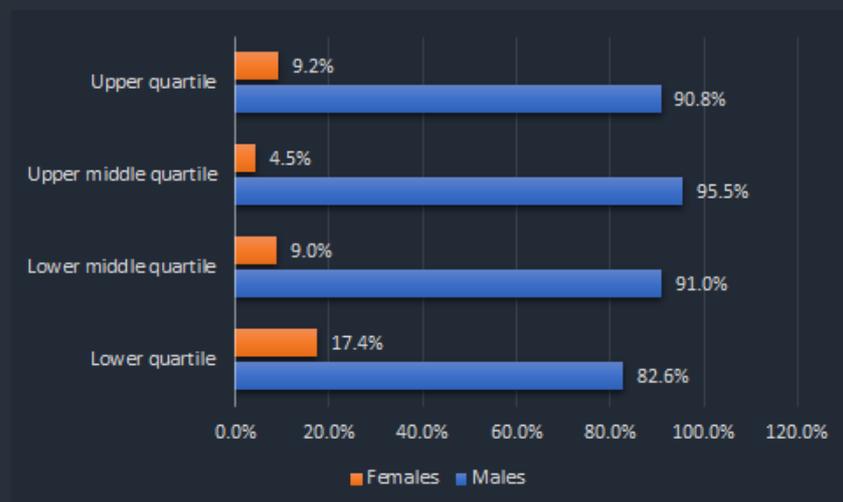
## Difference between men and women

	Mean (average)	Median (middle)
Gender Pay Gap	2.9%	8.2%
Gender Bonus Pay	- 292.5%	-33.3%

## % of employees receiving a bonus

	Bonus paid	No bonus paid
Female	6.3%	93.7%
Male	2.2%	97.8%

## Pay quartiles by gender



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