

This is our annual gender pay gap report for the snapshot date of 5 April 2020.

- Our mean gender pay gap is 16%.
- Our median gender pay gap is -5%.
- Our mean gender bonus gap is 68%.
- Our median gender bonus gap is 17.06%.
- The proportion of male employees receiving a bonus is 36% and the proportion of female employees receiving a bonus is 25%.

### Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	93%	7%	All employees whose standard hourly rate is within the lower quartile
B	45%	55%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	55%	45%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	79%	21%	All employees whose standard hourly rate is within the upper quartile
<p>A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.</p> <p>The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p>			

### Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- evaluate job roles and pay grades to ensure fairness.

GDHV are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles in the organisation and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. The majority of roles of administration roles are women, whereas the majority of most line managers and senior managers roles are men.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. A and B includes the lowest-paid 25% of employees (the lower quartile) and C and D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 93% of the employees in band A are men and 7% women. The percentage of males in the lower quartile is more than the female %. The female employees in Band B & C are fairly evenly distributed 55% in band B, 45% in band C. It decreases in our upper quartile to 21% in band D.

### **How does our gender pay gap compare with that of others?**

Most organisations have a gender pay gap, and we are pleased to say that ours is very similar or better than others.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%. At 16%, our mean gender pay gap is just above this figure.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%, whilst our organisation is showing a positive -5%, which means our median gender pay gap is a lot lower than the whole economy and our sector.

**Table 2: Comparison with other organisations**

	<b>Our organisation</b>	<b>2020 ONS ASHE whole economy</b>	<b>2020 ONS ASHE retail and wholesale sector</b>
Mean gender pay gap	16%	14.6%	13.7%
Median gender pay gap	-5%	15.5%	13.6%

### **What are we doing to address our gender pay gap?**

We are not happy with our gender pay gap even though it compares favourably with others. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

So far, we have taken the following steps to promote gender diversity:

- **Exit interviews** to identify the number of men and women leaving our organisation and their reasons for leaving;
- **Recruitment application tracking** – this is helping us understand the number of men and women applying for jobs and being recruited
- **Trial of Hybrid working** – helping understand if this model will support and attract diverse candidates to the organisation
- **Flexible working** – encouraging flexible working requests making it clear that we will consider requests from **all** employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working.
- **Updating and distributing family friendly policies** – we have developed our policies and re-distributed to highlight our family friendly policies

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

I, Nuala McDonald, CHRO, confirm that the information in this statement is accurate.

Signed: 

Dated: 13<sup>th</sup> September 2021