

# Gender Pay Gap Reporting

## ALBERT GOODMAN

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Gender pay gap reporting requires employers annually from 5 April 2017 with 250 or more employees to publish the differences in the average pay of men and women over a standard time period, regardless of occupation, role, seniority, location and any other employment circumstances. The gender pay gap differs from equal pay that deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

*We are confident that men and women are paid equally for doing equivalent jobs at Albert Goodman.*

### AS part of the regulations, THE FOLLOWING MUST BE REPORTED:

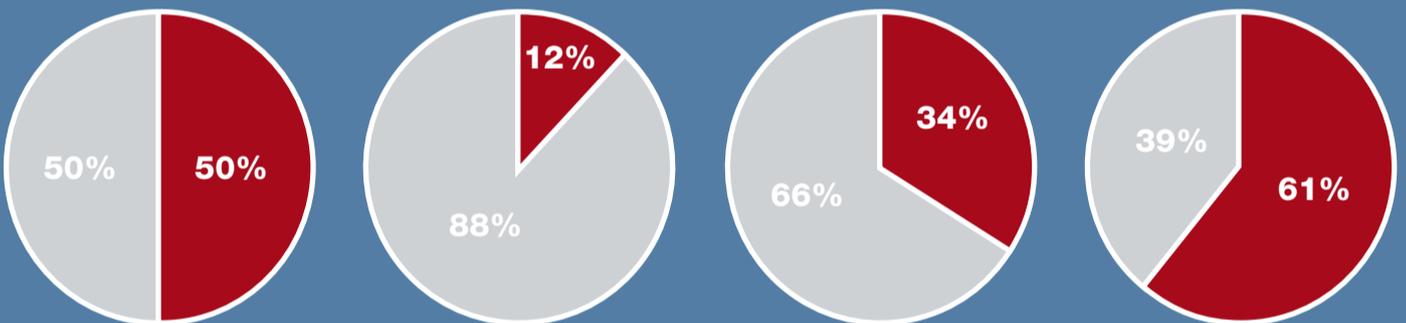
- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of men receiving a bonus payment
- proportion of women receiving a bonus payment
- proportion of men and women in each quartile pay band

# 5 April 2017

The information on 5 April 2017 is as follows:

○ Women ● Men

### THE gender distribution ACROSS FOUR EQUALLY SIZED QUARTILES IS:



QUARTILE 1

QUARTILE 2

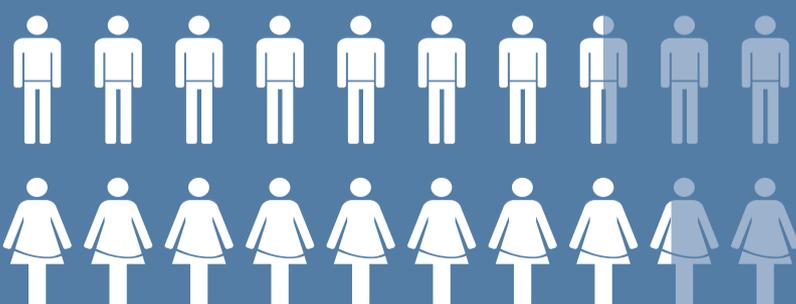
QUARTILE 3

QUARTILE 4

In the lowest 25% pay quartile (quartile 1) there is an equal split of genders on average pay. In the second quartile there are 88% women compared to 12% men and in the third quartile 66% women compared to 34% men. Our final quartile contains our senior members of staff of which 35 are men and 18 are women contributing to a 61% / 39% split. **Reflecting the position that there are more men in senior, higher paid roles within the business, the average pay for men is higher than the average pay for women giving a mean gender pay gap of 21% and a median gender pay gap of 22%.**

Christmas bonus payments of equal value are paid to all members of staff who have completed at least 1 years' service. We also have schemes available to staff where additional payments are made, for example for introducing new employees to the firm.

There was no median bonus gap (i.e. 0%) however there was a mean bonus gap of 61%. **We are confident that men and women have an equal opportunity to participate in our bonus schemes.**



82% of women were paid a bonus compared to 75% of men.

The firm is committed to pay equality and providing support for all individuals, irrespective of their gender, to build and sustain a successful career. We offer flexible working options as part of our commitment to developing an inclusive culture.