

# Holroyd Howe

## Gender Pay Gap 2023





*Holroyd Howe*  
Gender Pay Gap



What is Gender Pay Gap Reporting



Understanding the Report



Holroyd Howe Gender Pay Gap Results



Holroyd Howe Commitments



# Gender Pay Gaps

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish gender pay gap data every year.

The gender pay gap shows the difference in average pay between women and men. It does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.

## OUR CALCULATIONS:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2023)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2023)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands)

Female  
63%

Male  
37%

Gender Split of  
Holroyd Howe  
employees on  
5th April 2023

*Holroyd Howe*

What is Gender  
Pay Gap  
Reporting





# Our Numbers

We calculate the gender pay gap by using the mean and median figures.

The **mean**, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay (average).

The **median** is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages (middle).

Our Gender Pay Report details the active and recognised employees within legislation requirements of 3282.

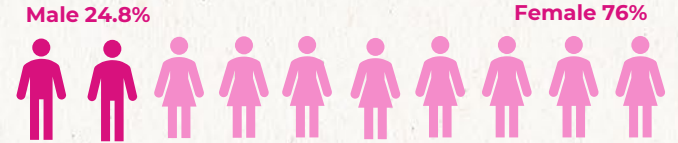
The active and recognised headcount in April 2023 increased by 19.92% compared to April 2022.

## PAY QUARTILES

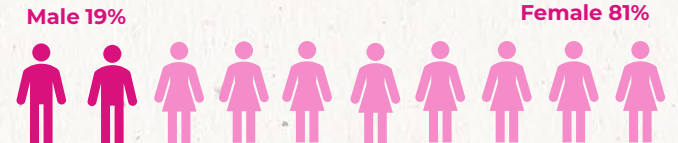
The image below shows the gender distribution at Holroyd Howe when employees are placed into four equally sized quartiles based on pay.

### Pay Bands

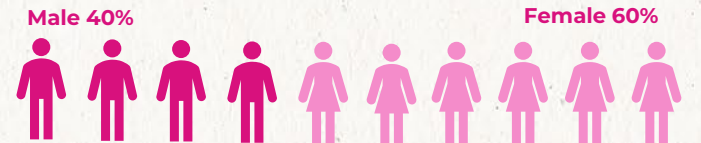
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Holroyd Howe  
Understanding  
the Report





# Results

## Gender Pay Gap

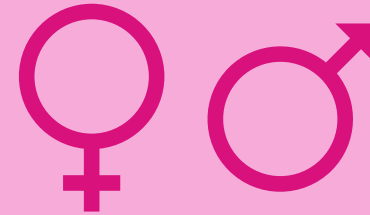
Difference between men and women

Mean Gender Pay Gap

**22.04%**  
(25.5% - 2022)

Median Gender Pay Gap

**22.43%**  
(25.6% - 2022)



Male employees entitled to a bonus – 230

Female employees entitled to a bonus – 336

Total number of active and recognised employees for Gender Pay Gap results - 2867

Total number of employees employed in April 2023 - 3282

## Gender Bonus Gap

Difference between men and women

Mean Gender Bonus Gap

**19.83%**  
(3.5% - 2022)

Median Gender Bonus Gap

**0%**  
(34.5% - 2022)

*Holroyd Howe*  
Gender Pay Gap Results





## Our Focus

The primary reasons for our gap is that we have more women than men in junior roles and more men than women in senior roles. There are reflections of this within our gender pay gap of previous years, however we are committed to closing the gap, by creating concentrated progression opportunities within our female population.

Our Senior Operations Team is 60% female led and our Senior Leadership Team is 56% female led.

We recognise we need to work harder to reduce the gap within each reported quartile and we are committed to making positive steps to create a more balanced workforce across the business.

## Holroyd Howe Commitments

### **DIVERSITY AND INCLUSION**

We are looking to focus on our Equity, Diversity and inclusion strategy by ensuring all our vacancies are advertised on our Applicant Tracking System enabling all vacancies to be shared across a wide range of job boards to attract applications from diverse and under-represented groups. This supports our goal of reducing the gap and being an Employer of Choice for all genders.

In addition, by introducing our enhanced benefits to our teams and future employees which includes enhanced maternity pay and grandparent leave, we aim to attract and retain key talent to support our diversity and inclusion targets for the future.





## *Our Focus*

**Improving our inclusive workforce is our main priority and we are committed to the promotion, attraction and development of the best people, regardless of their characteristics (gender, race, age, sexual orientation, disability or social background).**

### **Proud to be committed to:**

- Being part of WiHTL that promotes diversity and offers education and support in this respect
- Benchmarking everyone equally when applying for roles or promotional opportunities, so that no group of people are disadvantaged.
- Making an active contribution to the WSH ESG commitment.
- Increasing the number of female leaders within our business.
- Ensuring learning opportunities are offered to all team members to encourage further development and succession for our future leaders.

### **DECLARATION**

We confirm the information and data provided is accurate as of 5<sup>th</sup> April 2022.

**Ian Thomas – Managing Director**

*Holroyd Howe*  
Commitments

