



Thornton & Ross - Gender Pay Report 2020

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As an organisation with integrity and transparency at our heart, we are pleased to share the progress that Thornton & Ross, part of the STADA group, are continuing to make to address our gender pay gap. The organisation has made significant progress when you look back over the previous 3 years with the biggest changes being seen since 2019.

Over the last 3 years we have seen a positive impact on all metrics with the highlights being the mean pay gap reducing by **over 8% and the median by over 11%**. There has also been a concerted effort in the area of bonus pay which has seen a **63% improvement**.

When Thornton & Ross compare changes since the 2019 report, women still earn 90p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is **9.8% lower than men's**. This is an improvement of **6.5% vs 2019**. When comparing mean bonus pay, women's mean bonus pay is **6.3% lower than men**. This is a significant improvement of 37% vs 2019. When we assess who received bonus in 2020 it is encouraging to note that **77.7% of women do compared to 76.2% of men**. This has been achieved by a focus on addressing any issues surrounding bonus awards but also reflects the increased number of women who have seen career progression in to the upper pay quartiles over the last 3 years.

When we look at the National Living Wage metrics Thornton & Ross

is paying circa **4% above the governments recommendation** which demonstrates our commitment not to be a low wage employer.

We are also very proud of the work we have undertaken to improve the gender diversity at all levels of our business. The percentage of women in the Top and Upper Middle Quartile have increased by **8.8% and 2.8%** respectively over the past three years. This is a positive reflection on the individual development of our home grown talent coming through from lower quartiles.

As a business, our principles are central to how we operate, and we are committed to creating a fair working environment where all employees feel valued. We are committed to increasing equality and diversity at every level and have been working hard

Kathryn Heywood VP HR says Thornton & Ross has made great steps forward and continues to work towards improving our gender diversity and eliminating gender pay discrepancies, whilst encouraging uniqueness throughout the organisation.

Hourly Wages Pay Gap

4p less



At Thornton & Ross, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **4.4% lower than men's**. This is an improvement of **2.5% vs 2019**.

When comparing mean hourly wages, women's hourly wage is **14.3% lower** than men's. This is an improvement of **0.1%**.

96p

£1

Bonus Pay

10p less



At Thornton & Ross, **women earn 90p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **9.8% lower** than men's. This is an improvement of **6.5% vs 2019**.

When comparing mean bonus pay, women's mean bonus pay is **6.3% lower** than men's. This is an improvement of **37% vs 2019**.

90p

£1

**Who received bonus pay:
77.7% of women / 76.2% of men**

Proportion of women in each pay quarter

	Women	Men
Top Quarter (highest paid)	45.4%	54.6%
Upper Middle Quarter	40.0%	60.0%
Lower Middle Quarter	35.4%	64.6%
Lower Quarter (lowest paid)	63.2%	36.8%

At Thornton & Ross, women occupy **45.4%** of the highest paid jobs (**an increase of 2.9% vs 2019**) and occupy **63.2%** of the lowest paid jobs.

<https://gender-pay-gap.service.gov.uk/Employer/nJN6qV2b/2020>