

Thornton & Ross - Gender Pay Report 2021/22

As an organisation with integrity and transparency at our heart, we are pleased to share the progress that Thornton & Ross are continuing to make to address our gender pay gap. The organisation has made significant progress over the past 5 years.

Since 2017, we have seen a positive impact on all metrics with the highlight being the median pay gap has improved by over 7%. There has also been a concerted effort in the area of bonus pay which has seen a 63% improvement.

When Thornton & Ross compare changes over this period, women earn 94p for every £1 that men earn. This is an improvement of 7.6% vs 2017. We are proud that Thornton & Ross is paying circa 4% above the governments recommended National Living Wage. This continues our commitment made in 2019 to continually benchmark our pay grades above the National Living Wage, regardless of age or gender.

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 Upper Quartiles have increased by over 13% over the past five years. This has resulted in women

filling 50% of our top paying positions within the company. In the last five years, the number of women in the lowest quartile has reduced by 11.7%. This highlights a positive trend of women moving from the lower paid roles into higher paid roles.

As a business, our principles are central to how we operate, and we are committed to creating a working environment where all employees are recognised fairly. We are committed to increasing equality and diversity at every level and have been working hard to address the gender pay gap.

Kathryn Heywood VP HR says Thornton & Ross has made great steps forward and continues to work towards improving our gender diversity and inclusivity by eliminating gender pay discrepancies. I'm really proud to see the positive changes we have implemented in recent years now being reflected through equality of pay and bonuses we have across the organisation.

Hourly Wages Pay Gap

6p less



94p



£1

At Thornton & Ross, **women earn 94p** for every **£1** that men earn when comparing median hourly pay. Their median hourly pay is **6.3% lower** than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is **10.2% lower** than men's.

Bonus Pay Gap

8p less



92p



£1

At Thornton & Ross, **women earn 92p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **7.7% lower** than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is **35.2% lower** than men's.

**Who received bonus pay:
92% of women / 90.5% of men**

Proportion of women in each pay quarter

	Women	Men
Top Quarter (highest paid)	49.4%	50.6%
Upper Middle Quarter	38.8%	61.2%
Lower Middle Quarter	43.3%	56.7%
Lower Quarter (lowest paid)	57.3%	42.7%

At Thornton & Ross, women occupy **49.4%** of the highest paid jobs and **57.3%** of the lowest paid jobs.

<https://gender-pay-gap.service.gov.uk/Employer/nJN6qV2b/2021>