

Gender pay gap report 2017



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Peter Brett Associates LLP (PBA) has published its gender pay gap in response to the new regulations introduced by the UK Government. Companies with 250 or more employees are now required to publish their gender pay and bonus gaps, along with other prescribed information, in a publicly accessible manner by 4 April 2018.

The gender pay gap is defined as the difference between the mean or median hourly rate that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the

ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middlemost salary.

We are passionate about fairness, equality and inclusion, and we are committed to reducing our gender pay gap.

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	15.97%	20.35%
Bonus	41.36%	23.14%

This table shows our overall mean and median gender pay gap based on hourly rates of pay as at a snapshot date (i.e. 5 April 2017) it also captures the mean and median difference between bonuses paid to men and women at PBA in the year up to 5 April 2017, ie for the 2016 performance year.

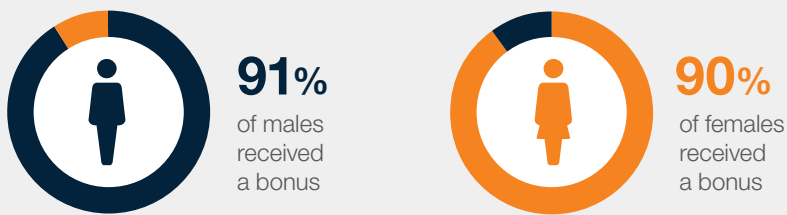
Why we have a gender pay gap

While we are confident that men and women are paid equally for doing equivalent jobs across the Practice, the main reason for our gender pay gap is an imbalance of male and female colleagues across the Practice. At the moment, there are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower grades. While the direction of travel is encouraging with female

representation within PBA, we still have much to do to ensure we have a sufficient pipeline of female colleagues in our management and we are undertaking a range of initiatives to help address the diversity imbalance.

Within the scales, there are lots of different roles which require different technical skills and knowledge, so there will always be some pay differences in levels of pay.

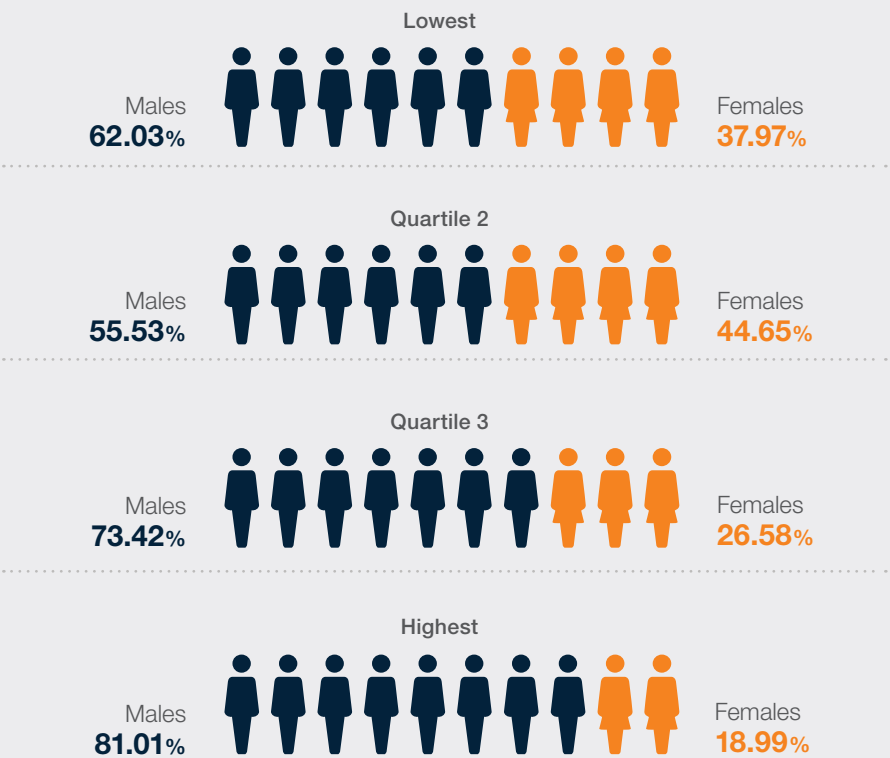
Proportion of colleagues awarded a bonus for 2016



This shows a 1% difference between the number of men and women being paid a bonus for their performance in 2016.

There are many reasons why this may be different including colleagues who did not qualify for a bonus, new starters, probationary period and under performers who did not receive a bonus. The bonus measure for this report was from April 2016 – March 2017.

Pay Quartiles



This shows the gender distribution at PBA across the four equally sized quartiles, each containing just under 159 colleagues.



Paul Reilly, Managing Partner



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