

Glendale Gender Pay Gap Report 2022/2023

Glendale is proud to deliver services to the community, and attracts and retains a diverse range of employees which strengthens our ability to deliver our goals.

The Glendale mean (average) gender pay gap is 3.6% and the median (average) gender pay gap is 7.1%. This means that the mean hourly pay of women is 3.6% lower than mens and the median hourly pay of women is 7.1% less than men.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same for equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Based on Full Pay payments made to all employees paid on the capture date which is 5 April 2022.

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	3.6%	7.1%

*A positive value means the pay of females is lower than that of males

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues. This demonstrates the mean pay rate for females is 3.6% lower than for males

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each. This demonstrates the median pay rate for females is 7.1% lower than for males.

Bonus Gap

Based on bonus payments made to all employees paid on the capture date which is 5 April 2022. These are known as “relevant employees”

Difference between women and men	Mean Average	Median Average
Gender Bonus Gap	-29.2%	59.5%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year. This demonstrates the mean bonus payment is 29.2% higher for females than males

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each. This demonstrates the median bonus payment is 59.5% higher for males than females

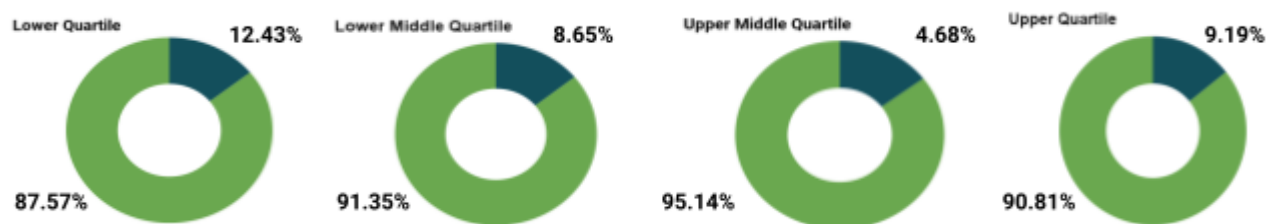
Proportion of Relevant Employees Receiving a Bonus

Gender	Percentage (%)
Female	8.5%
Male	18%

Proportion of Relevant Employees Receiving a Bonus compares the number of male and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles

Female ● Male ●



The pay quartile data (upper, upper middle, lower and lower middle) shows that overall there are more male employees in each pay band. This is not unexpected and is due to the nature of the business and consistent with the industry. It shows that women occupy 9.2% of the highest paid jobs and 12.4% of the lowest paid jobs.

In the 2022 reporting period, Glendale had an overall gender split of 7.91% female and 92.09% male. This is in common with other employers in the industry; Glendale is working to improve the gender balance amongst the workforce. We aim to make Glendale a great place for everyone to work, regardless of gender, and to ensure all employees are rewarded fairly. We are committed to ensuring we have a diverse, gender-balanced workforce where everyone can succeed.

I can confirm that the information and data reported as at the snapshot date, 5 April 2022 is accurate.

Alex Paterson - Managing Director, Glendale

Glendale Gender Pay Gap Report April 2021

Glendale is proud to deliver services to the community, and attracts and retains a diverse range of employees which strengthens our ability to deliver our goals.

The Glendale mean (average) gender pay gap is -1% and the median (average) gender pay gap is -0.57%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same for equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Based on Full Pay payments made to all employees paid on the capture date which is 5 April 2021.

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-1%	- 0.57%

*A negative value means the pay of females is higher than that of males

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues. This demonstrates the mean pay rate for females is higher than for males

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each. This demonstrates the median pay rate for females is higher than for males.

Bonus Gap

Based on bonus payments made to all employees paid on the capture date which is 5 April 2021. These are known as “relevant employees”

Difference between women and men	Mean Average	Median Average
Gender Bonus Gap	51.18%	70.18%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year. This demonstrates the mean bonus payment is higher for males than females

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each. This demonstrates the median bonus payment is higher for males than females

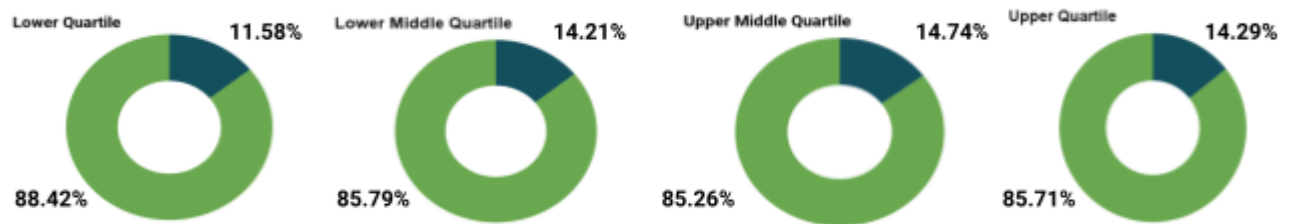
Proportion of Relevant Employees Receiving a Bonus

Gender	Percentage (%)
Female	32.74%
Male	43.41%

Proportion of Relevant Employees Receiving a Bonus compares the number of male and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles

Female ● Male ●



The pay quartile data (upper, upper middle, lower and lower middle) shows that overall there are more male employees in each pay band due to the nature of the business and that there is an even split of females across all four pay quartiles.

In the 2021 reporting period, Glendale had an overall gender split of 12.74% female and 87.26% male. In common with other employers in the industry, Glendale is working to improve the gender balance amongst the workforce. We aim to make Glendale a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender-balanced workforce where everyone can succeed.

I can confirm that the information and data reported as at the snapshot date, 5 April 2021 is accurate.

Alex Paterson
Managing Director, Glendale

Glendale Gender Pay Gap Report April 2020

Glendale is proud to deliver services to the community, and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals.

The Glendale mean (average) gender pay gap is -3.42% and the median (average) gender pay gap is -1.34%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same for equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-3.42%	-1.34%

*National average is 15.5%.

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	82.24%	83.54%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

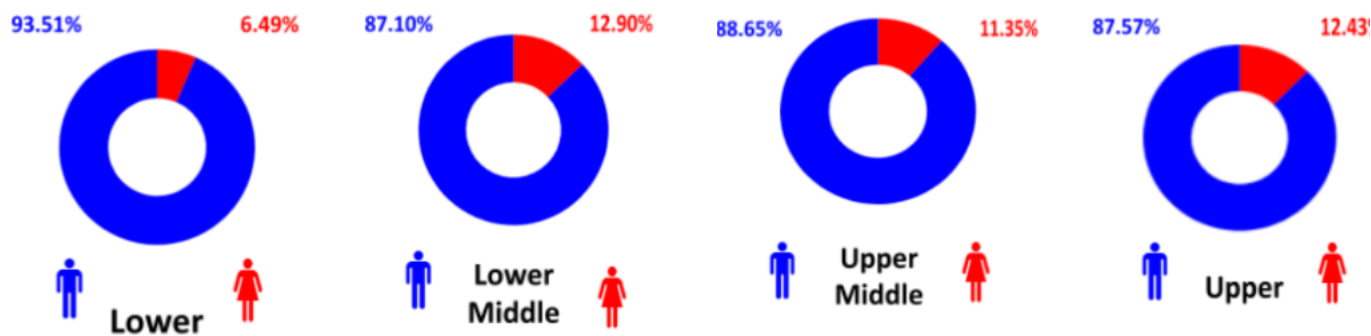
Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	21.49%
Female	11.11%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles



In the 2020 reporting period, Glendale had an overall gender split of 87.5% male and 12.5% female. In common with other employers in the industry, Glendale is working to improve the gender balance amongst the workforce. We aim to make Glendale a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender-balanced workforce where everyone can succeed.

I can confirm that the information and data reported as at the snapshot date, 5 April 2020 is accurate.

Alex Paterson
Managing Director, Glendale.

Glendale Gender Pay Gap Report April 2018

Glendale is proud to deliver services to the community, and attracting and retaining a diverse range of employees strengthens our ability to deliver our goals.

The Glendale mean (average) gender pay gap is 3.94% and the median (average) gender pay gap is 2.00%.

The Gender Pay Gap is different from “equal pay”. Equal pay related to men and women being paid differently for “like work” carrying out the same or comparable jobs. At Glendale, women and men in like for like roles are remunerated equally.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	3.94%	2.00%

*National median average is 17.9%.

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

In 2017 our results were already below the median national average of 18%. These latest results show that there has been a move towards achieving pay neutrality overall.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	60.36%	70.94%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

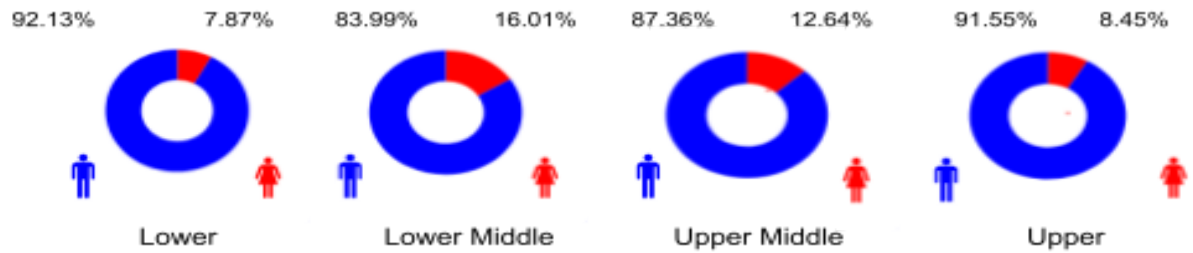
Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	16.55%
Female	10.00%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles



In the 2018 reporting period, Glendale had an overall gender split of 89% male and 11% female. In common with other employers in the industry, Glendale is working to improve the gender balance amongst the workforce. We aim to make Glendale a great place for everyone to work, regardless of gender, and to be rewarded fairly. We are committed to ensuring we have a diverse, gender-balanced workforce where everyone can succeed.

I can confirm that the information and data reported in the link opposite are accurate as at the snapshot date, 5 April 2018.

Alex Paterson
Managing Director, Glendale.