

## Glendale Gender Pay Gap Report April 2025

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 - 12.5%, and the median (average) gender pay gap is - 3.6%. This means that the mean hourly pay of females is 12.5% higher than that of males, and the median hourly pay of females is 3.6% higher than that of males. The pay gap is largely influenced by the distribution of roles: 84% of lower-paid Operative positions are held by males. Conversely, a higher proportion of female roles are at the Manager level or above (22% of all female roles), compared to male roles (10% of all male roles) in those senior positions.

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 male and female counterparts, regardless of the job role or work.

### Gender Pay Gap

Based on Full Pay payments made to all employees paid on the capture date or “snapshot date”, which is **5 April 2025**.

Difference between Male and Female	Mean Average	Median Average
<b>Gender Pay Gap*</b>	-12.5%	-3.6%

\*A positive value means the pay of females is lower than that of males, and a negative value means the opposite.

**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 12.5% 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 3.6% higher than for males.

### Bonus Gap

Based on bonus payments made to all employees paid on the capture date, which is **5 April 2025**. These are known as “relevant employees”

Difference between Male and Female	Mean Average	Median Average
<b>Gender Bonus Gap</b>	100%	100%

**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 100% higher for males than females; no females received a bonus payment on the snapshot date.

**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 that the median bonus payment is 100% higher for males than for females, as no females received a bonus on the snapshot date.

Bonus payments were made at other times during the year to female employees

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### Proportion of Relevant Employees Receiving a Bonus

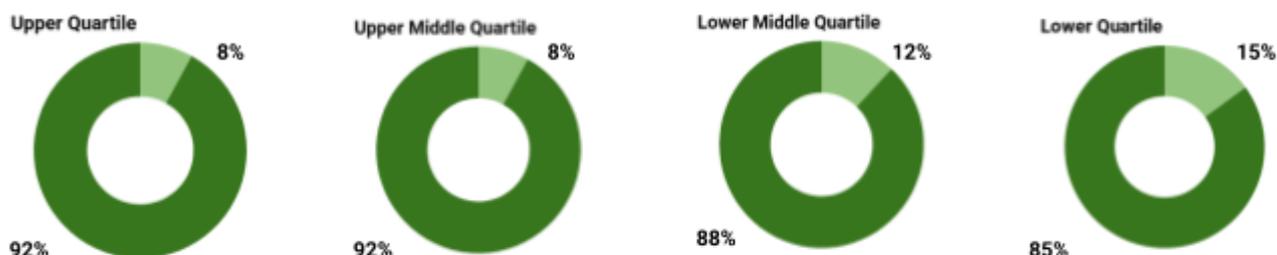
Gender	Percentage (%)
Female	0%
Male	8%

**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.

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### Pay Quartiles

Female  Male 



The pay quartile data (upper, upper middle lower, lower middle and lower) 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 is consistent with the industry. It shows that females occupy 8% of the highest paid jobs and 15% of the lowest paid jobs.

The overall gender split is 10% female and 90% 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.

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I can confirm that the information and data reported as at the snapshot date, 5 April 2025 is accurate.



Alex Paterson - CEO, Glendale

## Glendale Gender Pay Gap Report April 2024

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 - 9.1% and the median (average) gender pay gap is - 8.8%. This means that the mean hourly pay of females is 9.1% higher than males and the median hourly pay of females is 8.8% higher than males.

The gender pay gap is different from “equal pay”. Equal pay is the right for males and females 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.

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### Gender Pay Gap

Based on Full Pay payments made to all employees paid on the capture date which is **5 April 2024**.

Difference between Male and Female	Mean Average	Median Average
Gender Pay Gap*	-9.1%	-8.8%

\*A positive value means the pay of females is lower than that of males, a negative value means the opposite.

**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 9.1% 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 8.8% higher than for males.

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### Bonus Gap

Based on bonus payments made to all employees paid on the capture date which is **5 April 2024**. These are known as “relevant employees”

Difference between Male and Female	Mean Average	Median Average
Gender Bonus Gap	56.5%	-585%

**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 56.5% 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 585% higher for females than males.

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### Proportion of Relevant Employees Receiving a Bonus

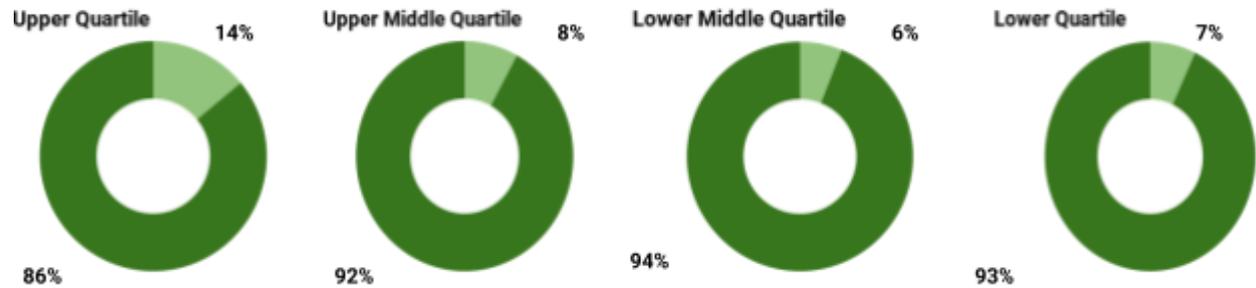
Gender	Percentage (%)
Female	2.4%
Male	11.2%

**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.

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### Pay Quartiles

Female  Male 



The pay quartile data (lower, lower middle, upper middle and upper) 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 females occupy 14% of the highest paid jobs and 7.% of the lowest paid jobs. The overall gender split is 9% female and 91% 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.

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I can confirm that the information and data reported as at the snapshot date, 5 April 2024 is accurate.



Alex Paterson - Managing Director, Glendale

## Glendale Gender Pay Gap Report April 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 -1.72% and the median (average) gender pay gap is -6.06%. This means that the mean hourly pay of females is 1.72% higher than males and the median hourly pay of females is 6.06% higher than males.

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.

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### Gender Pay Gap

Based on Full Pay payments made to all employees paid on the capture date which is **5 April 2023**.

Difference between Male and Female	Mean Average	Median Average
Gender Pay Gap*	-1.72%	-6.06%

\*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 1.72% 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 6.06% higher than for males.

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### Bonus Gap

Based on bonus payments made to all employees paid on the capture date which is **5 April 2023**. These are known as “relevant employees”

Difference between Male and Female	Mean Average	Median Average
Gender Bonus Gap	-37.59%	-975.27%

**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 37.59% 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 975.27% higher for females than males.

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### Proportion of Relevant Employees Receiving a Bonus

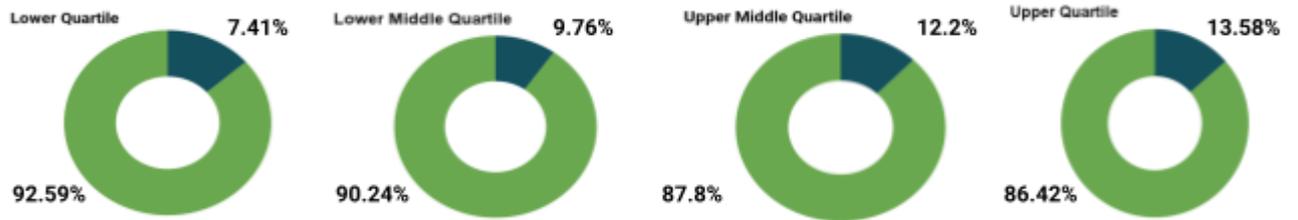
Gender	Percentage (%)
Female	5.71%
Male	24.41%

**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.

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### Pay Quartiles

Female ● Male ●



The pay quartile data (lower, lower middle, upper middle and upper) 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 females occupy 13.62% of the highest paid jobs and 7.41% of the lowest paid jobs.

In the 2022/2023 reporting period, Glendale had an overall gender split of 10.60% female and 89.40% 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.

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I can confirm that the information and data reported as at the snapshot date, 5 April 2023 is accurate.

Alex Paterson - Managing Director, Glendale