

Salary Difference Between Males & Females

Mean	20.1%	Median	26.9%
The mean gender pay gap is the difference between the average hourly earnings of men & women, expressed as a % of men's earnings.		The median gender pay gap is the difference between the middle hourly pay rate for men & woman, expressed as a % of men's pay.	

Salary Quartiles Individuals are ordered by hourly pay & split into four groups of the same size by headcount

	Male	Female		Male	Female
Lower Quartile	37%	63%	Lower Mid	52%	48%
Upper Mid Quartile	69%	31%	Upper Quartile	69%	31%

Bonus Difference Between Males & Female

Mean	40.7%	Median	39.0%
Male Eligibility:	99.0%	Female Eligibility	97.0%

The mean gender bonus gap is the % difference between the average bonus received by male & female employees

The median gender bonus gap is the % difference between the median bonus pay of male & female employees

What does our data tell us?

- Our total population is 288: 169 (57%) men and 117 women. For the second consecutive year, we successfully attracted more women into our business through highlighting what women achieve in our business and the types of opportunities available. We track the diverse mix of candidates for all our recruitment campaigns. Job titles matter and we make changes to ensure there is clarity about what the role does. We highlight our culture through social media, highlighting why our people enjoy working at TGB and the development opportunities offered.
- We are proud that we have been able to increase female representation at both the upper quartile & upper-mid quartile – with female’s representing 31% of our senior leadership positions, as we continue towards our target of 40% by 2030.
- Despite this, our gender pay gap (hourly pay) has increased slightly from the previous report. This has been attributed to a larger than predicted pay increase for our employees in June 2023 combined with our gender mix within quartiles. We have an equitable system for pay increases & bonus, which are both calculated using employees base pay as a variable.
- We don’t differentiate eligibility for bonuses; all employees who have been in post for at least 25% of the performance year are eligible to receive a bonus.

What progress have we made?

- Female representation at the upper & upper-mid quartiles are the highest we have recorded.
- All TGB employees have attended an “Allyship & Inclusion” course, to support our core competency of conscious inclusivity, which focuses on how we can all take positive action to be consciously inclusive for all and creating an environment where everyone is able to be their true self at work.
- We have introduced “TGB Catalyst”, a sponsorship programme for high potential female talent with TGB – providing them with a tailor-made development plan alongside an internal sponsor to accelerate potential.
- Furthermore, we have continued to invite women onto our “Women on the verge of brilliance” development training, whilst rolling our “Outward Mindset” training to all people at manager level and above – a course designed to challenge traditional ways of thinking and consider alternative methods – enhancing inclusivity.
- On International Women’s day – we focussed on mid-life women and their careers and the importance of honest conversations to maximise their talents and careers.
- Our emerging talent programmes continue to attract a higher proportion of women with our graduate and student placement intakes at 60% female.
- We continue to champion flexibility through our hybrid working model.

What’s Next?

- Continue to embed inclusion by inviting all new starters to Allyship & Inclusivity Training, encouraging open & honest conversations to enable people to be their best, as well introducing a Dignity & Respect at work policy
- The “Outward Mindset” training has also become a TGB mandatory training course, key to maximising the effectiveness of how we work together. Embedded into our core training offer for all future employees.
- Second Catalyst Programme & High Potential programme with equal male & female representation

The information in this report comes from a data snapshot taken on 6th April 2024. This information is certified as a fair and accurate representation of TGB’s Gender Pay Gap.

Richard Balshaw
Executive Director, Strategy, Corporate Operations, Technology & People