

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 women is 9.1% higher than men and the median hourly pay of women is 8.8% higher 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 2024**.

Difference between men and women	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.

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 women and men	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.

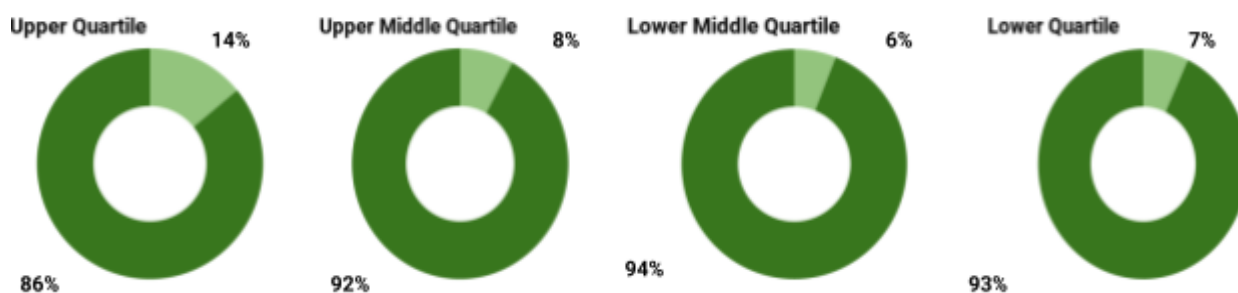
Proportion of Relevant Employees Receiving a Bonus

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.

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 women 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.

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



Alex Paterson - Managing Director, Glendale

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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 women is 1.72% higher than mens and the median hourly pay of women is 6.06% higher 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 2023**.

Difference between men and women	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.

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 women and men	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.

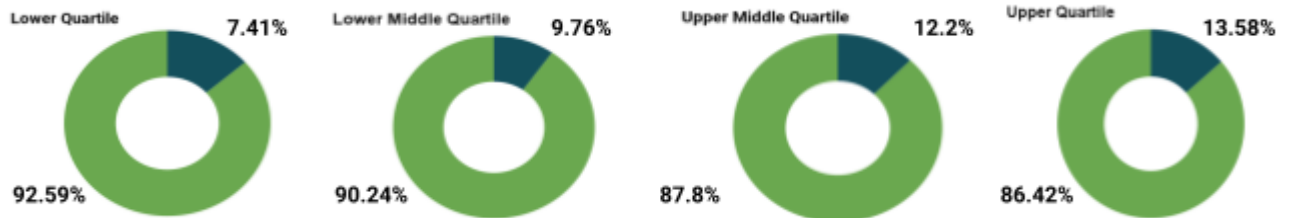
Proportion of Relevant Employees Receiving a Bonus

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.

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 women 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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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 men 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

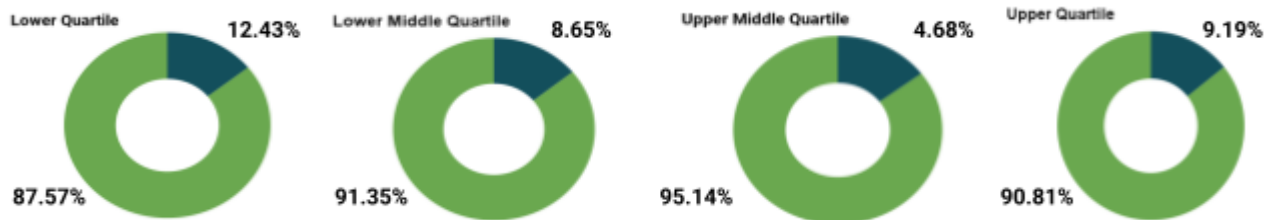
Proportion of Relevant Employees Receiving a Bonus

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.

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