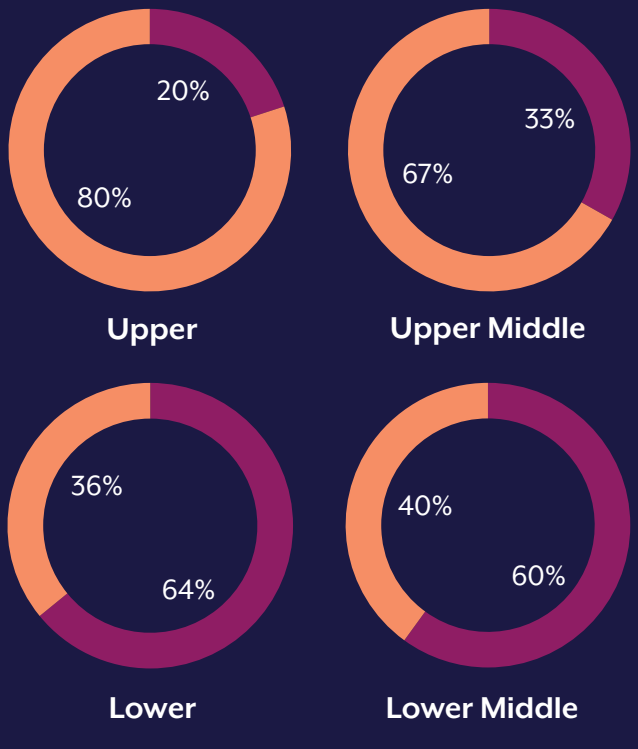
Gender Pay Gap Report 2024

Ordinary pay

	Median	Mean
F	£21.78 per hr	£26.70 per hr
M	£35.72 per hr	£41.40 per hr
GPG	39.0%	35.5%

Pay quartiles



Bonus eligibility

Received	Eligible	Percentage
342	379	90.2%
414	459	90.2%

NB Includes staff who sacrificed their entire bonus into pension

Bonus pay

	Median	Mean
F	£4,300	£15,210
M	£11,500	£79,942
GPG	62.6%	81.0%

NB Mean and median calculations do not include employees who sacrificed entire bonus into pension.

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Abberley, CEO
Charles Stanley & Co. Limited