



Gender Pay Gap Report

2020/2021

About this report

On the snapshot date in April 2021, GKR had 249 employees and although falls just short of the reporting threshold, GKR is committed to visibility of its Gender Pay Gap.

The data

Overall Gender Pay Gap

Mean % women are paid less	Median % women are paid less
-0.7%	10.5%

Pay Quartiles

Proportion of men and women in each quartile of the GKR payroll.

	Men	Women
Upper Quartile	92.6%	7.4%
Upper Middle Quartile	94.4%	5.6%
Lower Middle Quartile	90.7%	9.3%
Lower Quartile	88.9%	11.1%

Bonuses

Mean % women receive less in bonus	Median % women receive less bonus
59.0%	78.5%

% of men receiving bonus	% of women receiving bonus
14.4%	63.2%

Statement regarding our Gender Pay Gap

Since reporting our Pay Gap since 2017, we have seen improvement.

In 2017 our mean Gender Pay Gap was 7.3% (0.7% in 2021) and median was 21.1% (10.5% in 2021).

Although we have halved our GPG in 4 years, this has not been directly relative to the number of women we have successfully attracted into the business, although we have seen some improvements.

In 2017 the upper quartile of the workforce was 3.5% female – a proportion we have doubled, and 10.5% female in the lower quartile, where we are still only at 11.1% female in 2021.

These comparisons are made to highlight the caution we must take when interpreting Gender Pay Gap data as a measure of success in increasing the number of women in the industry.

Our closing of the gap has been due to a small number of increased or promoted roles at the top of the business, with only a very marginal increase in entry level positions.

This highlights where our strategic focus needs to be in improving the composition of the GPG and not the GPG overall.

Therefore we would encourage all businesses to take a deeper look into their Gender Pay Gap relative to changes in the composition and pay structure of the entire workforce as the headline figure can mask the challenges that our sectors still face in gender balancing their businesses.