

Quick
Group of Companies

Gender pay gap report 2023



Our commitment to equality

At the Quick Group of Companies (Quick) we promote all forms of equality and diversity across our business. Quick is proud to offer excellent opportunities to all staff and we are particularly proud that this report showcases gender equality in our organisation and that opportunities are available to men and women in all roles.

Considering the sector the Quick Group is in, we have made strong progress by offering recruitment and promotion opportunities to men and women equally across our organisation. The make-up of the Quick workforce (as at the 5 April 2023 'snapshot date' used for this report) comprises 35.3 % women and 64.7% men.

We naturally continue to review our work-force and people processes to encourage applications from, and development, progression and promotion of, female and male candidates and staff equally.

The data in this report affirms that Quick employs and remunerates women in positions across the workforce on an equal basis to male employees, and in particular that we employ women in many high-earning senior positions.

These data show the inclusive environment within Quick that enables women to be in leadership and other senior roles even in an historically male dominated industry. We expect to continue this trend and encourage more women into our industry, and our organisation, by continuing to foster an environment where everyone is and feels welcome, everyone is and feels treated equally and respectfully, and everyone is and feels important.



Understanding the data

1 What is the mean gender pay gap?

The percentage difference between the mean hourly rate of pay for male employees and the mean hourly rate of pay for female employees. Mean averages are calculated by adding up all of the hourly rates of a group of people and then dividing the result by the number of people in the group. The mean is the mathematical average and will be more heavily influenced by the range of data, and by outlier data.

2 What is the median gender pay gap?

This is the percentage difference between the median hourly rate of pay for male employees and the median hourly rate of pay for female employees. Medians are calculated by listing all the pay amounts in numerical order and taking the middle amount (or, if there is an even number of amounts, the average of the two middle amounts). The median is often considered to be a more representative metric as half the population is above and half is below.

3 What is the gender bonus gap?

Again, this is split into two calculations, the mean bonus gap and the median bonus gap. The mean gender bonus gap is the percentage difference between the mean average bonus payment received by male employees compared to female employees over a 12-month period.

The median gender bonus gap is the difference between the median bonus payment received by male employees compared to female employees over a 12-month period.

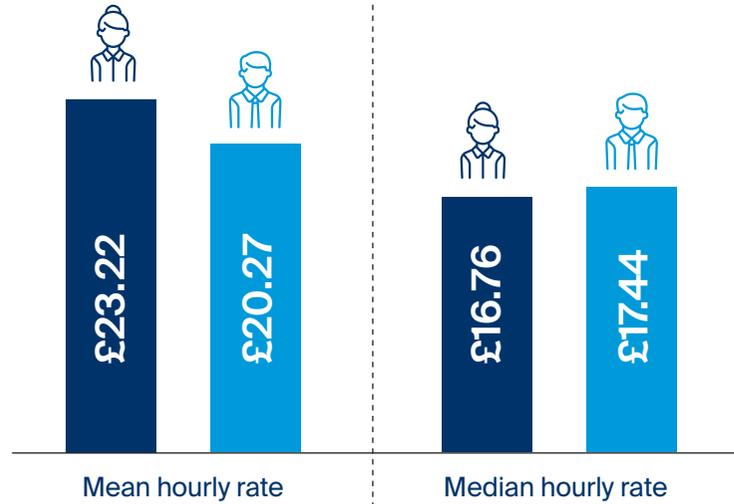
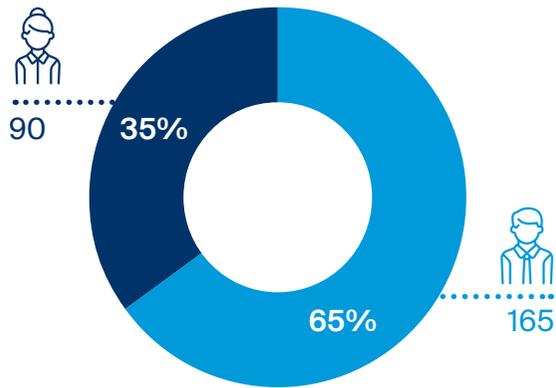
The data is based off a 'snapshot date' of 5 April 2023, so we have taken the salaries and bonus data from all in-scope employees on that date to use in our calculations. The data was prepared using the standard methodology set out in the government guidance on gender pay gap reporting which can be found [here](#).

Quick was not required to provide reporting data last year (ie data for 2022) due to the number of employees at the 2022 'snapshot date' being below the reporting threshold (which is 250 employees on the snapshot date). Therefore there is no historical data to compare this year's data against.

Quick is considered a 'small' company when it comes to gender pay gap reporting, as the number of employees on 5 April 2023 was only slightly above the reporting threshold, at 253 employees. What this means is that some or our data can potentially be swayed by the earnings of a small number of employees.

Pay gap

Number of employees

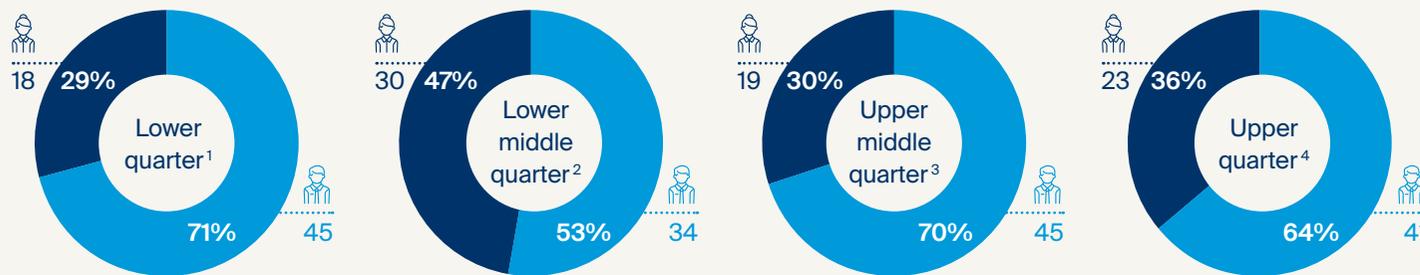


Mean gender pay gap in hourly pay



Median gender pay gap in hourly pay

Proportion of men and women in each quartile



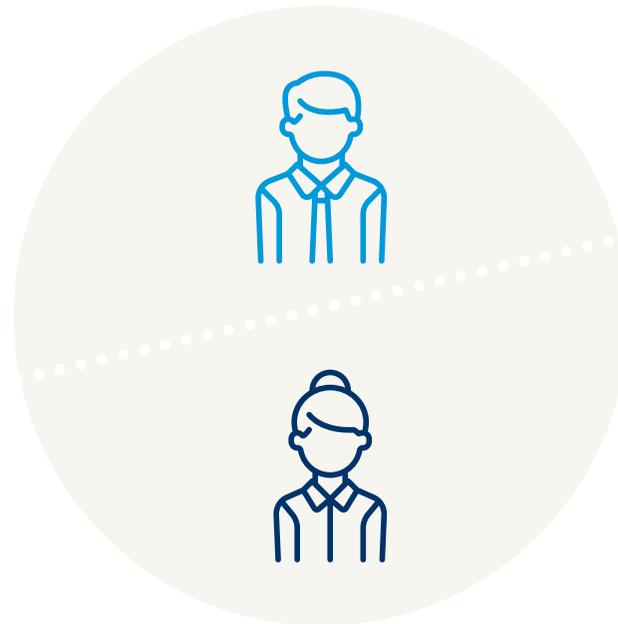
- 1 Lower quarter (0% - 25%)
- 2 Lower middle quarter (26%- 50%)
- 3 Upper middle quarter (51%- 75%)
- 4 Upper quarter (76%- 100%)



The mean gender pay gap was

-14.6%

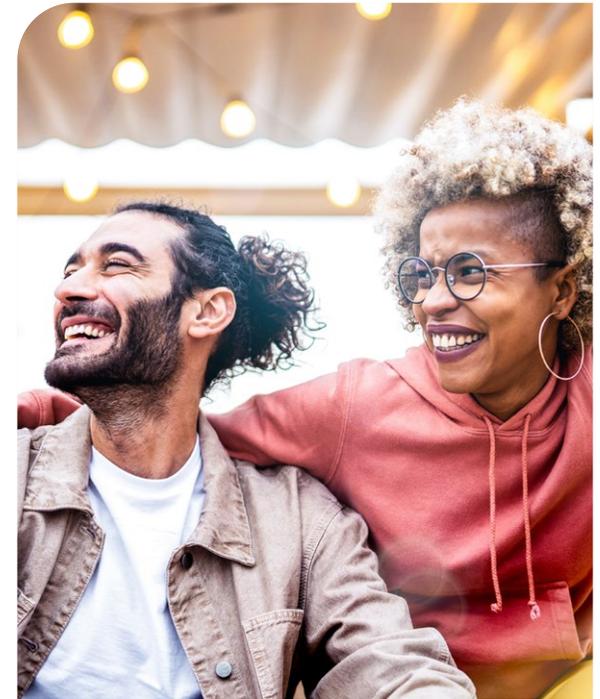
This suggests that across Quick overall, the average earnings for women are more than the average earnings for men. The gap is influenced by differences in the numbers of men and women in certain types of roles. For example, it is influenced by the lower proportion of women in the lower quartile of earners at Quick (71% men, 29% women) and a comparatively higher proportion of women in high earning senior / leadership positions.



The median gender pay gap is

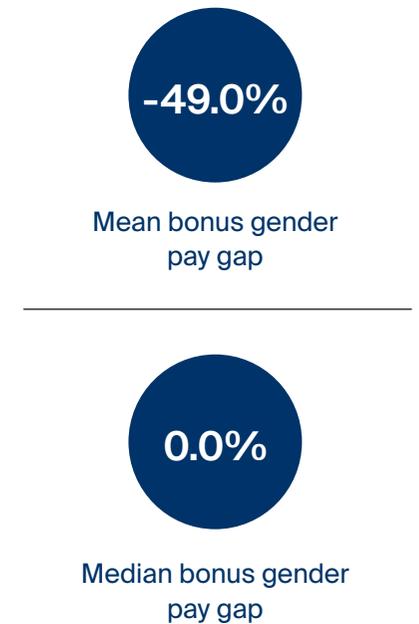
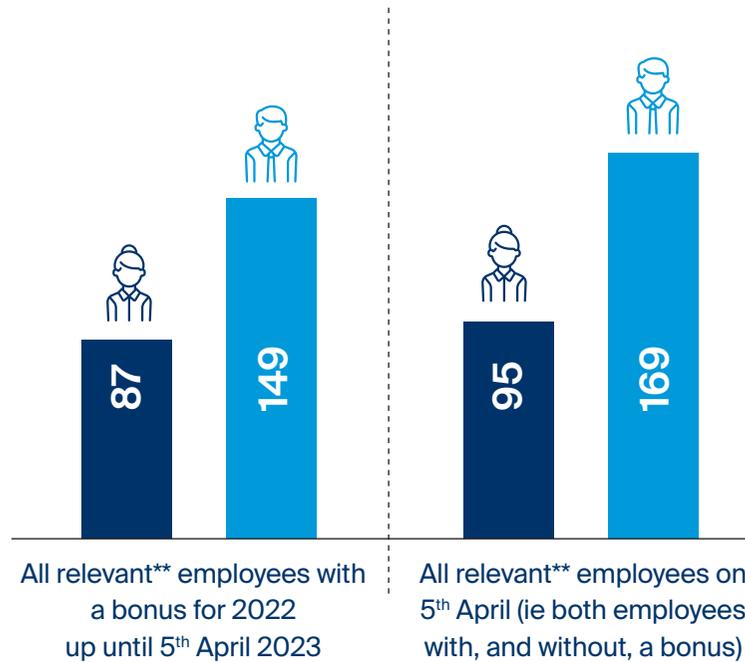
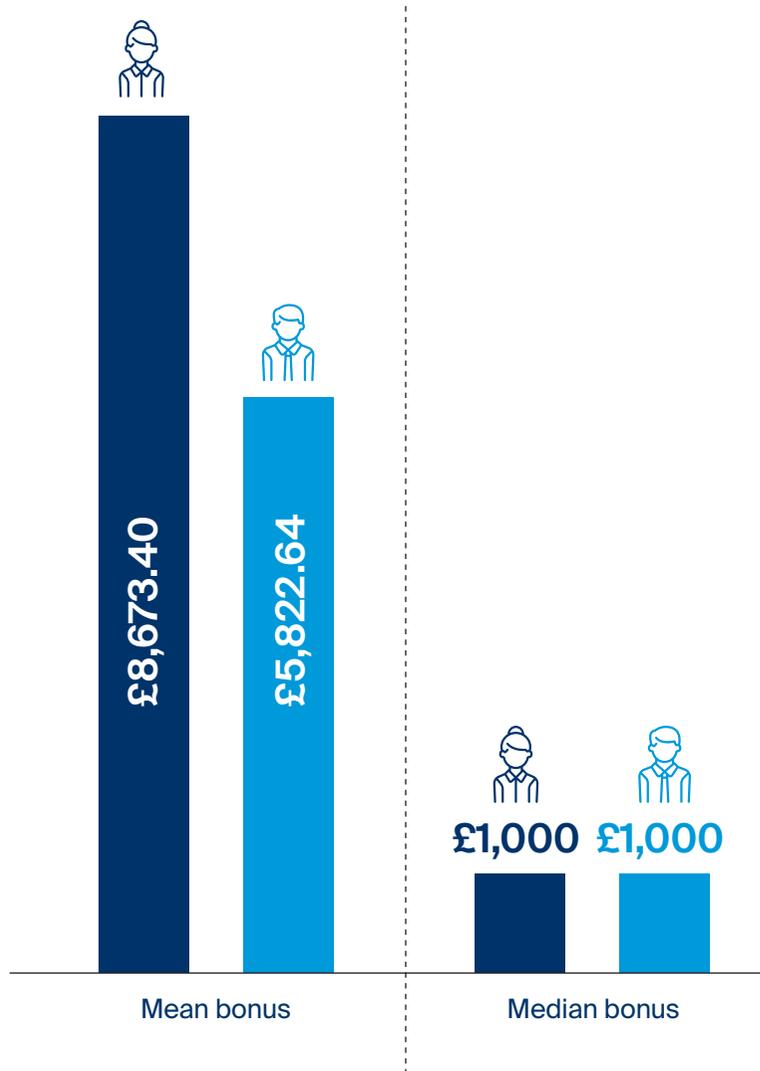
+3.9%

The median pay gap suggests that men achieve a slightly higher median hourly pay than women at Quick. We anticipate further reducing this narrow gap by maintaining our already strong record of recruiting and promoting equally across genders, which should continue to increase the proportion of women to men in the Upper Middle (currently 70% to 30%) and Upper (currently 64% to 36%) Quartiles in the coming years.



Whilst the gender pay gap data shows an overall pay gap between men and women in Quick, that arises from the demographic factors spoken to above, rather than from any differences in how men and women who hold the same roles are paid. We are confident that men and women who are employed in the same roles are being paid the same as each other.

Bonus gap





The mean bonus gap is

-49.0%

which means the average bonus value for women in Quick is 49% higher than for men. As with the mean pay gap, the high figure in favour of women is influenced by the demographics of men and women in certain types of roles, particularly in senior positions.



The median bonus gap is

0.0%

In Quick there are several women in senior positions whose roles entitle them to, often substantial, commission payments, which in turn skews the mean bonus pay gap figure. That notwithstanding, however, the median bonus pay gap at Quick is 0%.



It is pleasing to see a 0% median bonus gap, as the median is a more informative measure of the most common bonus across our workforce. The median data is a particularly helpful representation of the overall position in our business, where there are outliers in the data distribution. The proportion of men and women receiving bonuses is roughly equivalent (91.6% of women receive a bonus, 88.2% of men receive a bonus).

Gender pay gap

Moving forwards with a continuing commitment to equality

Although Quick will not be required to report next year, because our workforce has reduced slightly since April 2023, and now falls below the reporting threshold of 250 employees, we will maintain our commitment to gender equality across our business through recruitment, internal reviews and promotion practices and will continue to encourage a culture of inclusivity. We are confident that at Quick your gender is no obstacle to achieving what you want to achieve in the workplace, and we are proud of that, particularly in the historically male-dominated sector in which we operate.



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