

Thursday 1 April 2021

SQUIRE'S GENDER PAY GAP FIGURES

(taken at the snapshot date of 5 April 2020)

In line with our regulatory reporting requirements, the table below sets out Squire's 2020 Gender Pay Gap Results:

	5 April 2020			
Median Pay Gap	10.3%			
Mean Gap Pay	17.8%			
Median Bonus Gap	15.4%			
Mean Bonus Gap	46.6%			
% of Males and Females receiving a bonus	M: 68%		F: 66%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	29%	53%	50%	63.1%
F	71.1%	47%	50%	36.9%

Figures effected by furlough.

I confirm that the data published in this report is accurate.



Sarah Squire, Chairman