



PRICE FORBES

# BETTER CONNECTED



**PRICE FORBES & PARTNERS**

**GENDER PAY GAP  
REPORT**

MARCH 2018

Prepared by Price Forbes & Partners Ltd  
2 Minster Court, Mincing Lane, London EC3R 7PD  
Price Forbes & Partners Ltd is a Lloyd's broker and is  
authorised and regulated by the Financial Conduct Authority

**Price Forbes is a leading independent global wholesale insurance broker with offices in Bermuda, Chile, Dubai, London and South Africa.**

**We have had just over 10 successive years of growth, placing non-standard risks for large multi-national companies. Our team of experts work closely with clients ensuring they are aligned with the best markets, people and products available.**

## UNDERSTANDING THE GENDER PAY GAP

From April 2017, all organisations with over 250 employees are required to report their gender pay gap annually. Gender pay compares the average (mean<sup>1</sup> and median<sup>2</sup>) hourly earnings of male employees and the average earnings of female employees in a company, regardless of their job role. The difference between those average earnings is known as the gender pay gap, which is expressed as a percentage of men's earnings.

**Gender pay is not the same as equal pay.** Equal pay looks at whether men and women receive equal pay for equal work. A gender pay gap may still exist where there is equal pay. For example, there will be a gender pay gap where more men than women are employed in higher earning roles which is typically the case in the London insurance broking market. Price Forbes is an equal payer. We pay competitive salaries irrespective of gender.

## PRICE FORBES GENDER PAY GAP

*(The following findings are based on all employee data at 5th April 2017 containing 338 (97 female and 241 male employees)*

We recognise that there is a significant difference between our mean gender pay gap and the overall Financial Services gender pay gap suggested by the 2017 PwC WIW Index<sup>3</sup> (34%). We want to understand the factors that are driving our gender pay gap and take action where we can to improve it.

### MEAN AND MEDIAN HOURLY RATES

Difference between men and women		
Fixed pay gap	Mean	Median
	53%	57%

There are a number of factors behind these numbers. Firstly we have a relatively high percentage of men employed by Price Forbes. Currently 71% of the workforce is male. Secondly there is also an over representation of male employees in the top quartiles which is set out on page 4.

<sup>1</sup> Mean: The sum of all earnings in a dataset divided by the number of employees in the dataset

<sup>2</sup> Median: The mid-point earning in a dataset

<sup>3</sup> PWC WIW index - <https://www.pwc.co.uk/economic-services/WIWI-2017/pwc-women-in-work-2017-report-final.pdf>

## PRICE FORBES BONUS PAY GAP

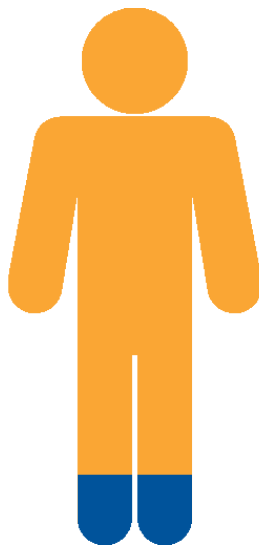
The mean and median bonus payments at Price Forbes are currently favouring male employees by 61% and 80% respectively. From the table below we can see that a similar proportion of male and female employees are receiving a bonus. However, the men that do receive a bonus tend to be receiving larger payments on average compared to women because on average they are in more senior roles.

It is this higher percentage of men in senior roles that is a key driver of our bonus pay gap (see *Gender distribution by pay quartiles*). A second and important factor is the take up of part time working opportunities by men and women. At Price Forbes we are proud of the flexible working opportunities we offer to both men and women at all levels of our organisation, enabling them to balance their work and other commitments.

Whilst many men are taking up the opportunity to work flexibly, the majority of part time opportunities are taken up by women. The fact that so many women choose to work part-time, with pro rated salaries and bonuses, adversely affects our gender pay gap results. Despite this we remain committed to offering part-time working where possible.

Difference between men and women		
Bonus pay gap	Mean	Median
	61%	80%

### PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

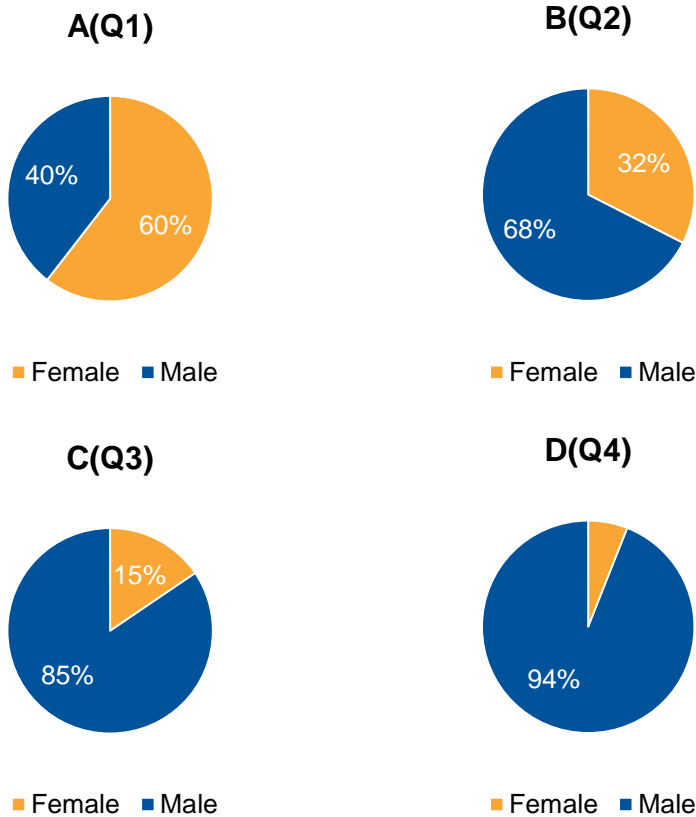


87% received a bonus, 13% did not



83% received a bonus, 17% did not

## GENDER DISTRIBUTION BY PAY QUARTILES



## SO WHAT ARE WE DOING ABOUT IT?

At Price Forbes we encourage, embrace and respect diversity in all its forms. We also recognise our Gender Pay Gap results are not where we would like them to be. Change is never easy and in a competitive industry like ours where expertise is highly sought after and where there are more experienced men than women we will not be able to fix our gender pay gap overnight. That said there are things that we recognise need improvement we are committed to ensuring we tackle these challenges where we can.

- We will continue to provide and enhance our flexible working policy enabling both men and women to achieve a happy work life balance
- Enhanced Maternity Pay – we enhanced our maternity pay policy in 2017 to offer women improved salary during the first part of their maternity leave plus a return to work bonus to encourage them to return to work after the birth of their child.
- Commit to the development of future senior female leaders throughout the business through mentoring and training.
- Our recruitment strategy remains one of hiring the best talent in the market regardless of gender. However, we will proactively work with our recruitment agents to ensure we get a balance of candidates to consider for roles with the Company at all levels.



**James Masterton, Chief Executive Officer**