

Men

Women

GENDER PAY REPORT 2024 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

Our updated gender pay details for 2024 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 9.12% lower than men's

Women's median hourly rate is 12.86% lower than men's

PAY QUARTILES ACROSS ALL EMPLOYEES

Top quartile (highest paid)				
8%	92%			
Upper middle quartile				
13.9%	86.1%			
Lower middle quartile				
12.7%	87.3%			
Lower quartile (lowest paid)				
25.6%	74.4%			

PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

18% of men

Difference in Bonus Pay

Women's mean bonus pay is 56% lower than men's

Women's median bonus pay is 51% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

IAN LEITH
CHAIRMAN
LEITHS SCOTLAND LTD



GENDER PAY REPORT 2023 Leiths (Scotland) Ltd

Women Men

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

Our updated gender pay details for 2023 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 0.8% lower than men's

Women's median hourly rate is 4.8% lower than men's

PAY QUARTILES ACROSS ALL EMPLOYEES

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Top quartile (highest paid)				
23.3%	76.7%			
Upper middle quartile				
12.8%	87.2%			
Lower middle quartile				
2.3%	97.7%			
2.370	37.770			
Lower quartile (lowest paid)				
10.6%	89.4%			

PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

16% of men

Difference in Bonus Pay

Women's mean bonus pay is 48% lower than men's

Women's median bonus pay is 45% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

IAN LEITH
CHAIRMAN
LEITHS SCOTLAND LTD



GENDER PAY REPORT 2022 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

Our updated gender pay details for 2022 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 1.0% higher than men's

Women's median hourly rate is 3.2% lower than men's

PAY QUARTILES ACROSS ALL EMPLOYEES

Top quartile (highest paid)

12.5% 87.5%

Upper middle quartile

6.5% 93.5%

Lower middle quartile

13.5% 86.5%

Lower quartile (lowest paid)

PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

15% of men

Difference in Bonus Pay

Women's mean bonus pay is 63% lower than men's

Women's median bonus pay is 48% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

IAN LEITH
CHAIRMAN
LEITHS SCOTLAND LTD