



Gender Pay Report 2023

A message from Emma Busby, Chief Operating Officer

“ CHASE continues to embrace a more inclusive environment and fulfilling our client’s needs with the best possible workforce, irrespective of gender or any other protected characteristic. We honour the value of diversity in any environment and pride ourselves on our culture, which empowers our talented individuals to thrive as a collective.

It should be noted that most CHASE employees work on client projects, which means their salary and bonus levels will be driven by the specific objectives and targets of our clients’ needs. 82% of the CHASE employees are working on client projects like this. With the remaining 18% being core employees, of which CHASE has more direct control over remuneration, we are pleased to say that the pay gap between comparable roles for these core employees is zero or slightly in favour of females.

Nevertheless, we acknowledge that unconscious biases can perpetuate inequality. We will ensure managers have the knowledge and skills to appraise individuals’ performance fairly while also ensuring representation and visibility at all levels of the business.

With that in mind, we are pleased to note that 33% of the board’s executive directors are female, 2 of the 5 highest remunerated per hour employees are female, and 7 of the top 10 highest bonus earners are female.

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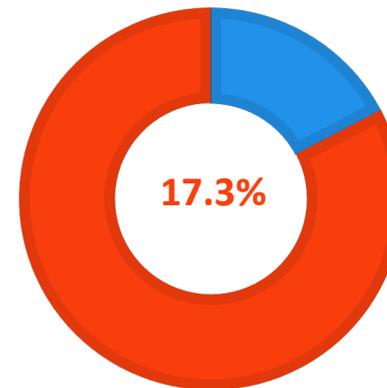
Pay gap

Difference between men and women

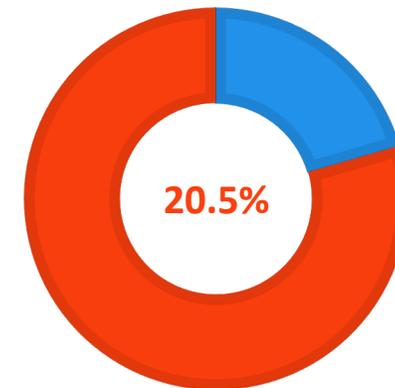
In terms of hourly pay, there is a pay gap in favour of men for both the mean and the median. However, it should be noted that 4 of the top 10 earning employees and 10 of the top 20 earning employees in the snapshot period were female.

2023	Hourly pay
Male mean	£ 27.77
Male median	£ 24.93
Female mean	£ 22.95
Female median	£ 19.83

PAYGAP % MEAN



PAYGAP % MEDIAN



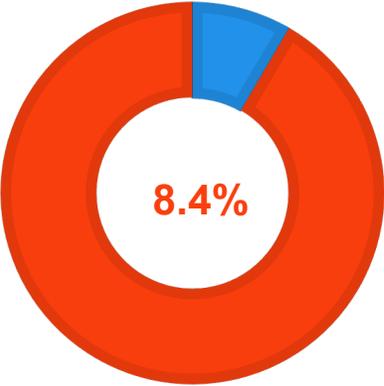
The mean is the average of all earnings or bonuses, whereas the median is the middle point of earnings or bonuses when individual recipients are sorted from high to low.

Bonus gap

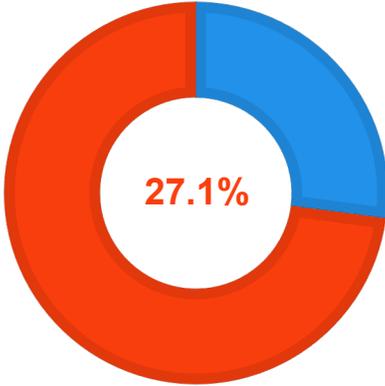
Difference between men and women

	2023
Bonuses men mean	£6,264
Bonuses men median	£4,800
Bonuses women mean	£5,741
Bonuses women median	£3,500

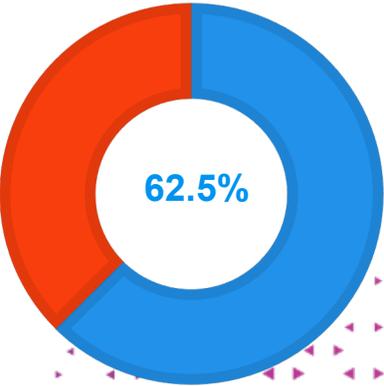
BONUS GAP % MEAN



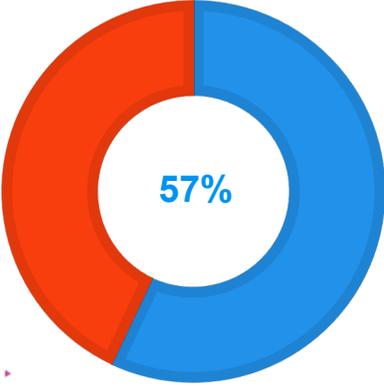
BONUS GAP % MEDIAN



BONUSES % MALE



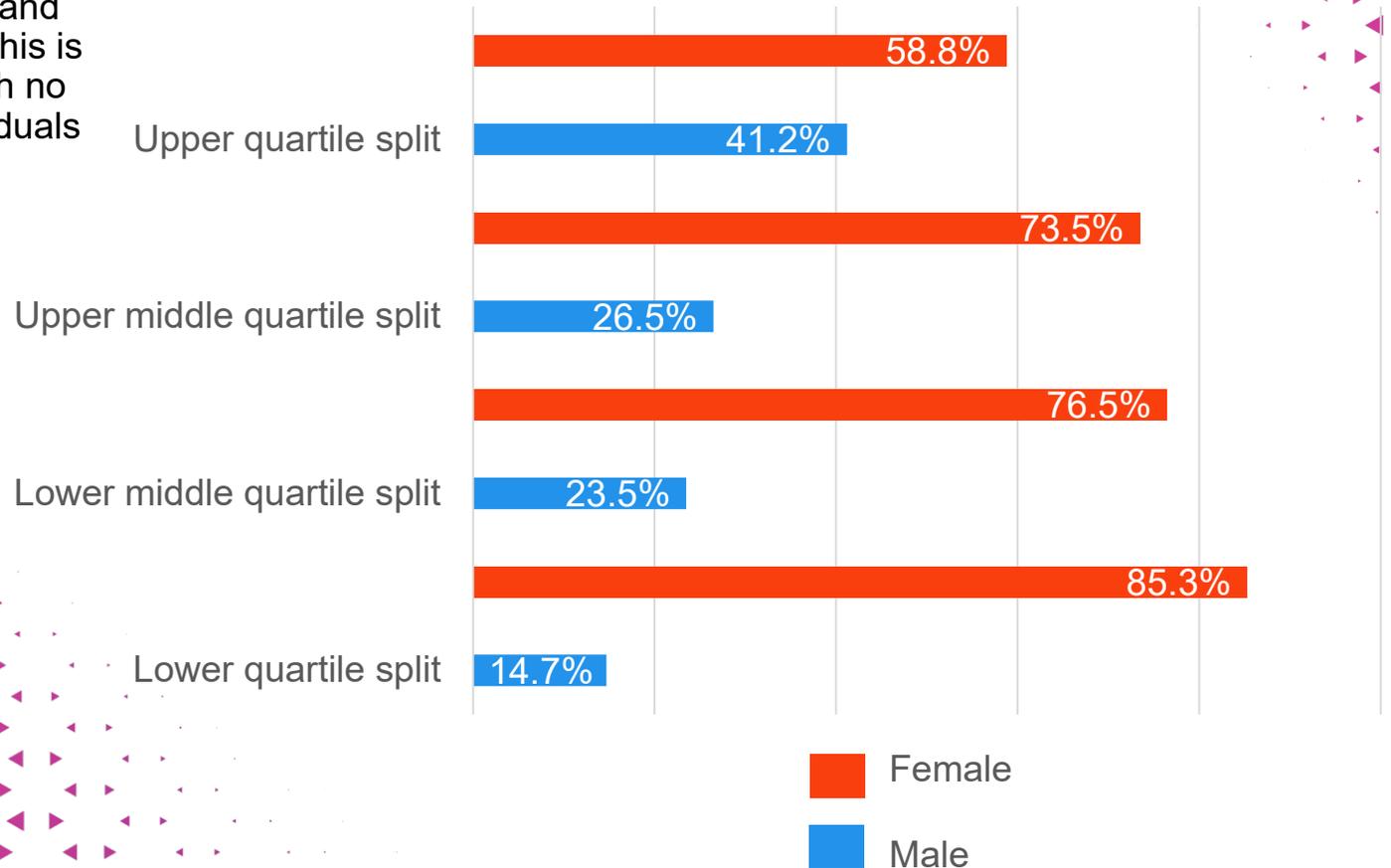
BONUSES % FEMALE



Our Quartiles

The mix of males and females at different levels of pay within our business reflects that we attract and retain females at all levels of the organisation.

Males remain overrepresented in the top 2 quartiles and particularly the top quartile. After reviewing in detail this is reflective of the composition of our project teams with no distinction in pay between directly comparable individuals within our project teams.



Declaration

The gender pay gap is defined as the difference in the average pay between men and women, regardless of the nature of their work. This is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar, or equivalent work.

The gender pay gap legislation introduced in April 2017, requires that UK employers with 250 employees or more on the snapshot date (5th April) publish data about their gender pay gap. In the above report, we have shared the gender pay gap data for the relevant pay period of April 2023 and bonuses in the 12 months to 5th April 2023.

At CHASE we take gender pay seriously and are committed to making steps to ensuring equal opportunities through a balanced recruitment strategy, proactive personal development and flexible working.

Recruitment, selection and development decisions will continue to be made on the basis of merit and suitability of the individuals' skills and experience. CHASE will continue to operate in an ethical manner and encourage an inclusive culture within our organisation.

I confirm that the information in this gender pay gap report is accurate and has been calculated in accordance with the Equality Act 2010 and Regulations 2017.

Danny McCormick, Chief Financial Officer
CHASE