

Equality and diversity at High Society and Gender Pay Gap

At High Society we value equality, diversity and inclusion. We create equal opportunities and develop good working relationships between different people. We make every effort to eliminate discrimination.

Discrimination means treating someone unfairly because of who they are. The Equality Act 2010 protects you from discrimination at work.

If you're applying to work at High Society

Our recruitment and selection processes are fair, and we do not discriminate against candidates.

You will not be discriminated against for any of the following reasons:

- age
- disability
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- race (including colour, nationality, ethnic and national origin)
- religion or belief

- sex
- sexual orientation

These are called 'protected characteristics'.

Asking for reasonable adjustments

If you need us to make certain changes (known as 'reasonable adjustments') to make sure you're not disadvantaged during the recruitment process, you should contact us as soon as possible. Email our recruitment team at recruitment@high-society.co.uk

Gender pay gap report

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

High Society's pay policy is by no way influenced by gender differences. People are paid high salaries based on performance and ability, and on no other criteria, and certainly not on gender. Feedback from clients plays a significant part in any promotion activity.

We publish a report each year showing how large the pay gap is between our male and female employees.

We do not have a gender pay gap

We publish a report each year which explains:

- our approach to bonus pay
- we have no gender pay gap