



Gender Pay Report

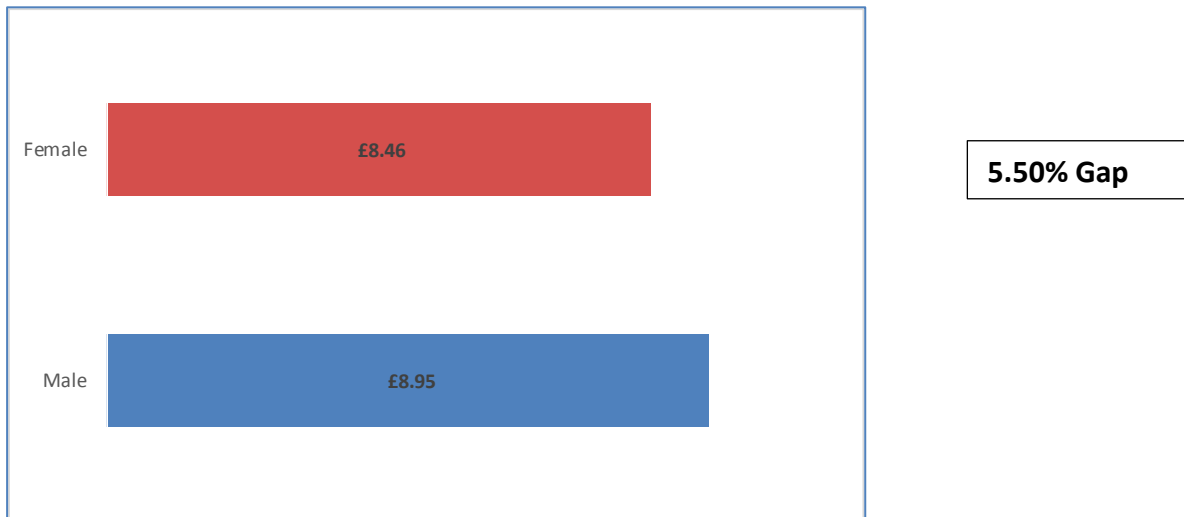
As at 5 April 2017

Introduction to Gender Pay Gap Reporting

Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5th of April 2017 snapshot date. The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

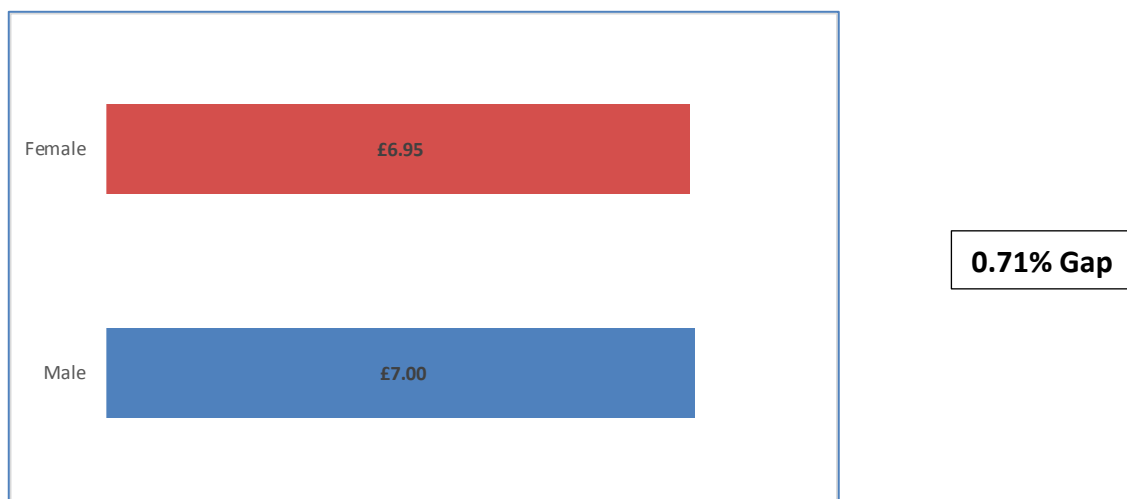
Mean Hourly Rates

The mean hourly rates are currently favoring male employees by 5.50%. This is significantly below the national average of 17.4% according to the Office of National Statistics. While there is an almost equal proportion of males and females at Eclectic Bars Ltd, the data shows that the male population is paid at a higher hourly rate. This may be due to higher bonus payments being made to the male population as bonus is factored into the hourly rate calculation.



Median Hourly Rates

In contrast, the median hourly rates are currently favoring male employees by only 0.71%, which is significantly below the national median of 18.4% according to the Office of National Statistics, 2017. This indicates that the data set is skewed by some outliers and extreme values when calculating the mean hourly rate, as the median is less susceptible to these.



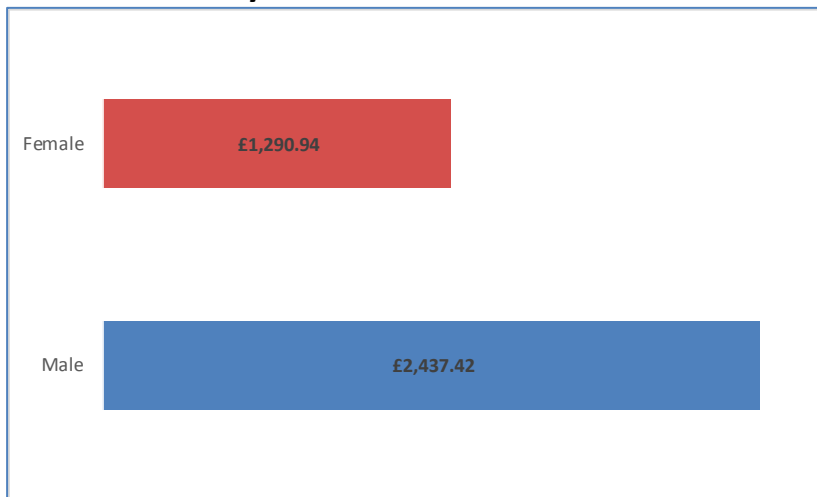
Bonus Payments and Participation

The mean bonus gap at Eclectic Bars Ltd is currently favoring male employees by 47.04%, and favoring male employees at the median by 56.22%. There are an almost equal proportion of males and females receiving a bonus. However, of the males receiving bonus payments, these are, on average, for higher amounts.

When you look further at the detail you see that men on average receive 16% bonus as a percentage of pay, whereas women earn a higher bonus as a percentage of pay at 24%.

	Male	Female
Average Bonus as % of Pay	16%	24%

Mean Bonus Payments



47.04% Gap

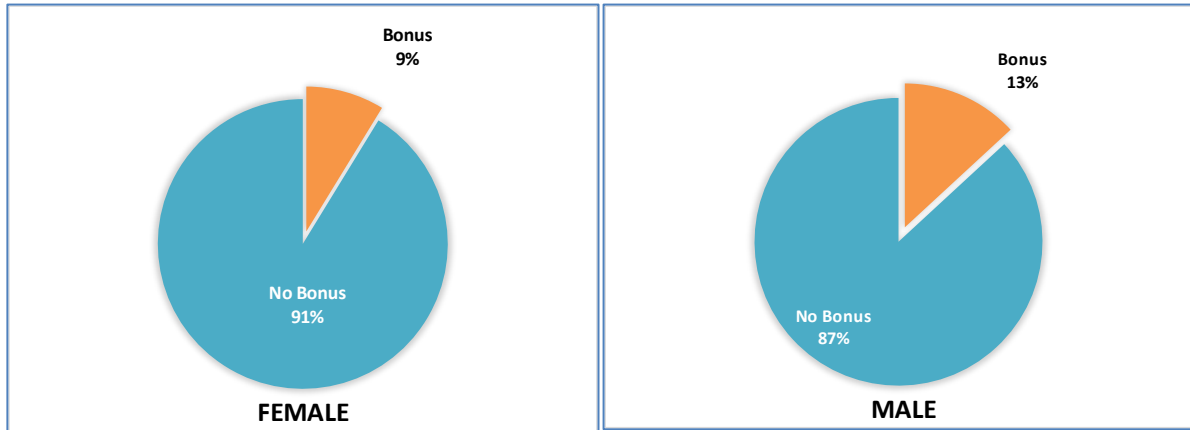
Median Bonus Payments



56.22% Gap

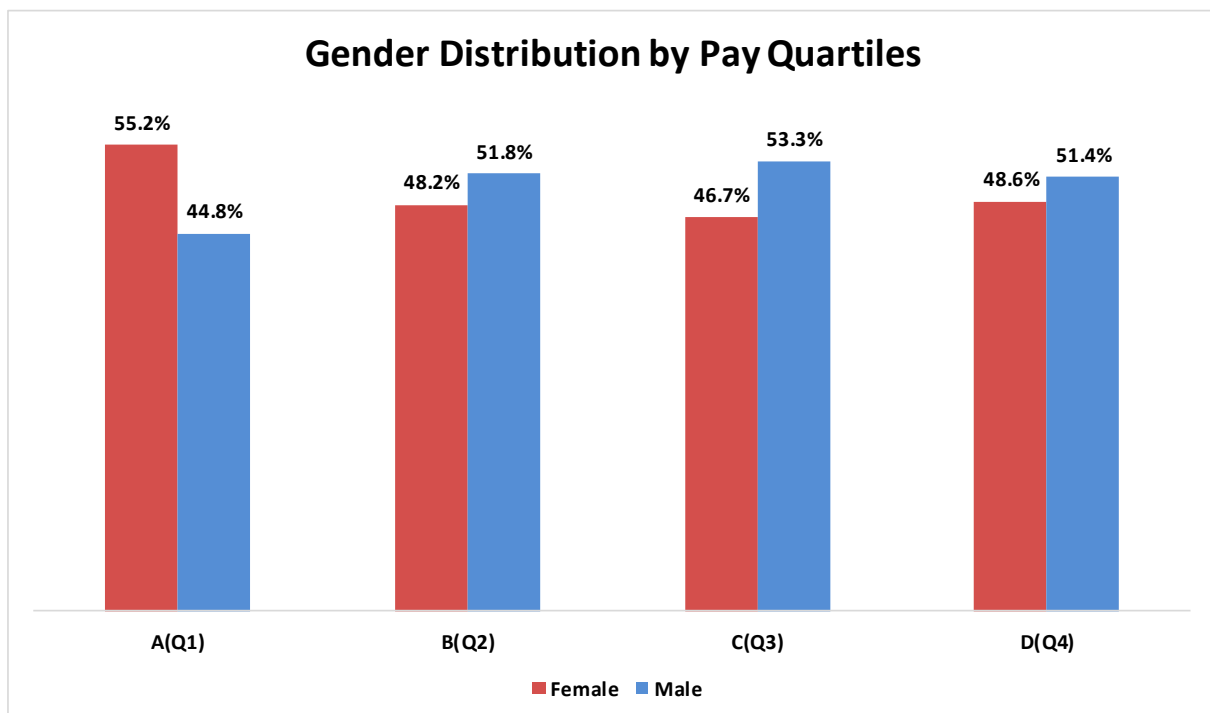
Bonus Participation

From the pie charts below we can see that there are an almost equal proportion of males and females receiving a bonus:



Career Paths and Earnings

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are slightly overrepresented in the lowest pay quartile and slightly underrepresented in the other pay quartiles.



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2018, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.