



Gender Pay Gap Report

Findings

14th May 2019

1. Introduction

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 data. Total Reward Group has been tasked with providing the gender pay gap reporting requirements for Eclectic Bars as of the 5th of April 2019 snapshot date.

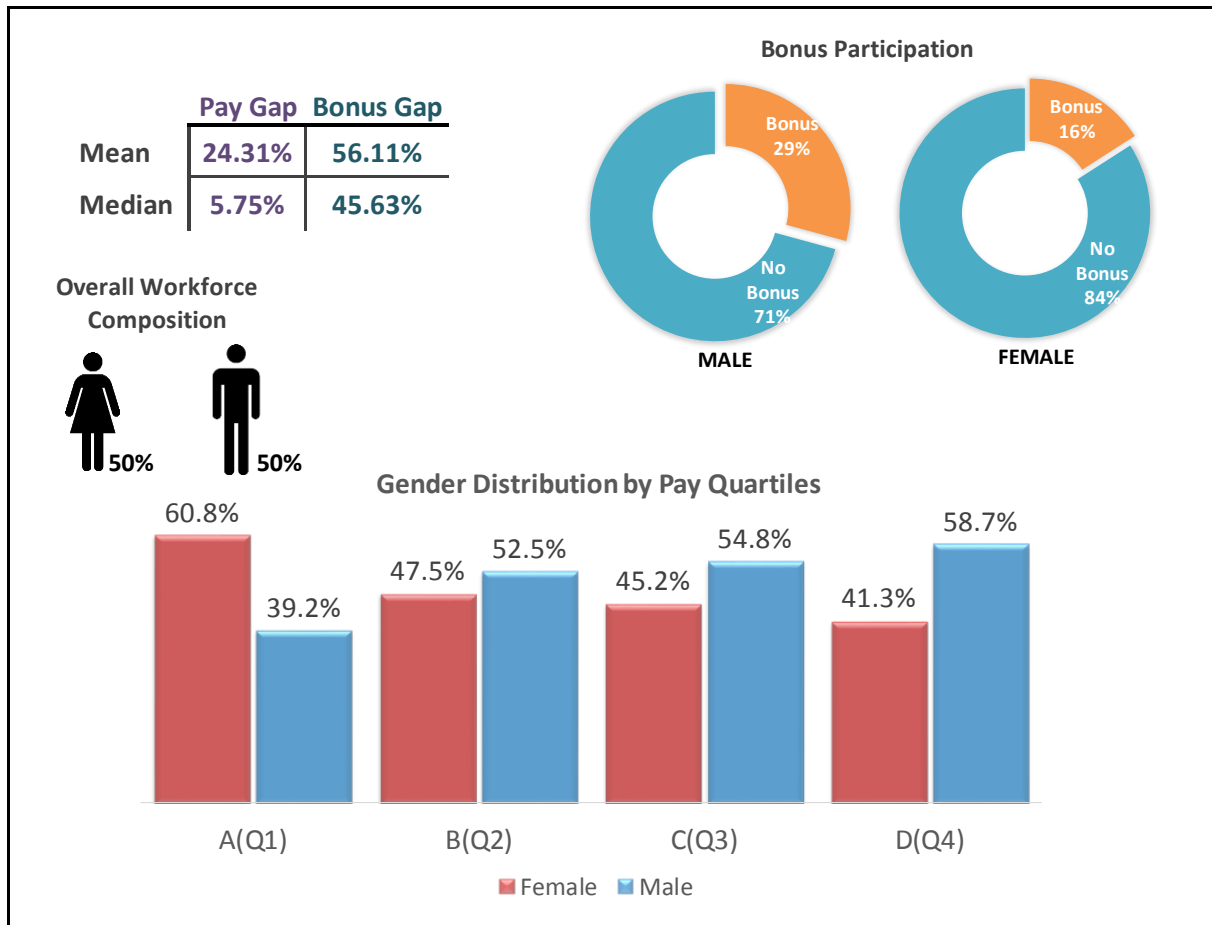
A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

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.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

2. Summary of Gender Pay Gap Key Figures



3. Understanding the Data

Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 24.31%, this is above the national mean of 17.1% according to the Office of National Statistics, 2018. This may be due to a higher proportion of male than female employees found in the top two pay quartiles.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 5.75% which is significantly lower than the national median of 17.9% according to the Office of National Statistics, 2018. This indicates that the data set is skewed as the median is less susceptible to outliers and extreme values.



Bonus Payments and Participation

The bonus gap at Eclectic Bars is currently favouring male employees at the mean by 56.11%, and at the median by 45.63%. This indicates that the data set is slightly skewed, with a much wider range in the bonus amounts found in the larger male data set compared to a narrower range in the smaller female data set who are in receipt of bonuses.

Mean Bonus Payments

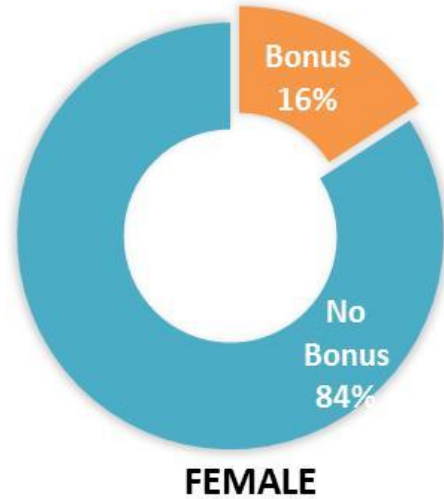
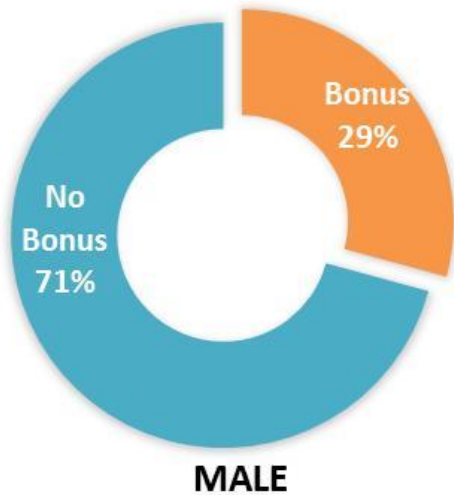


Median Bonus Payments



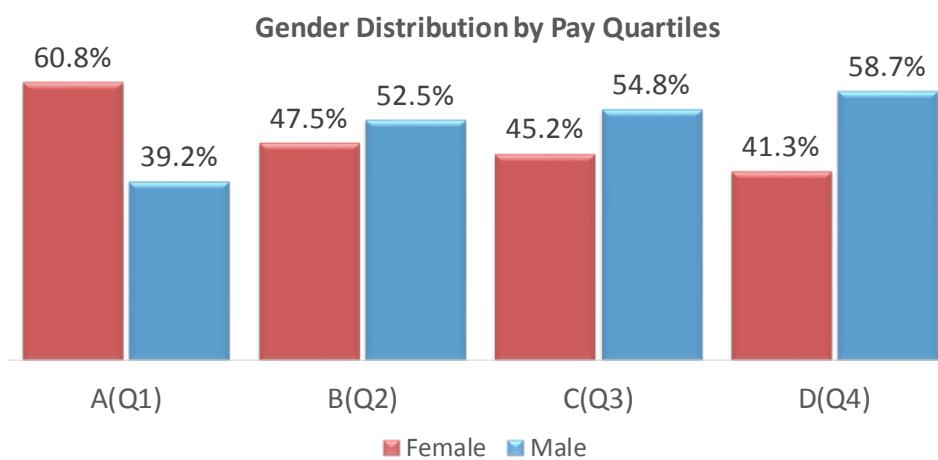
Bonus Participation

From the pie charts below we can see that a higher proportion of male employees are receiving a bonus.



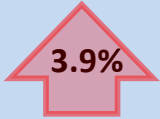
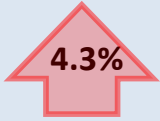

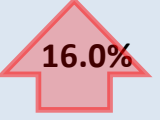
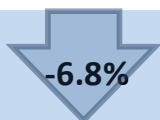
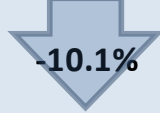
Pay Quartiles

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 significantly overrepresented in the lowest pay quartile and then become more underrepresented across the top three pay quartiles.

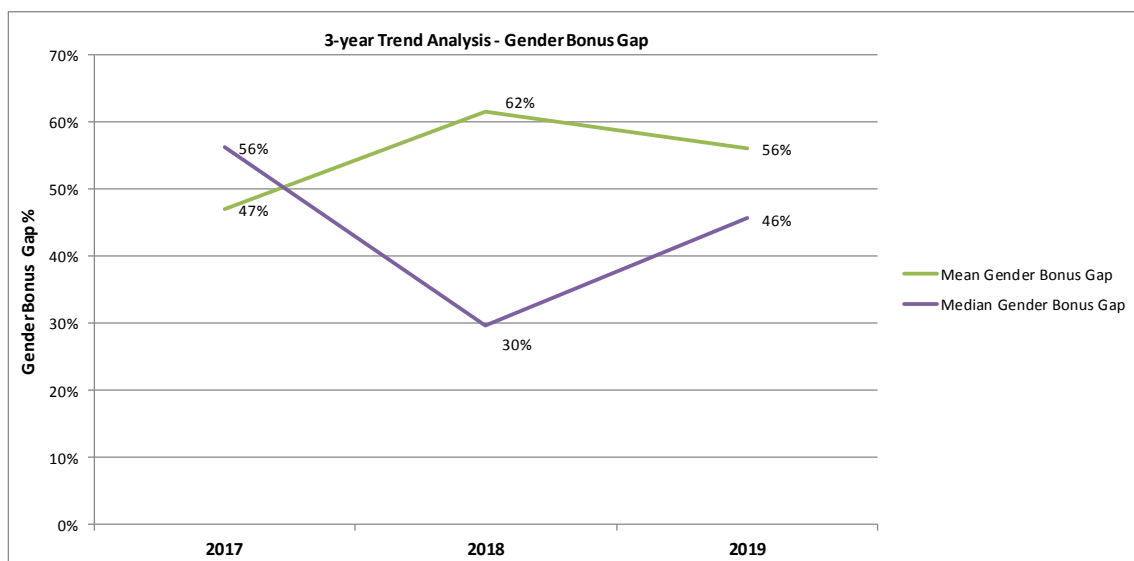
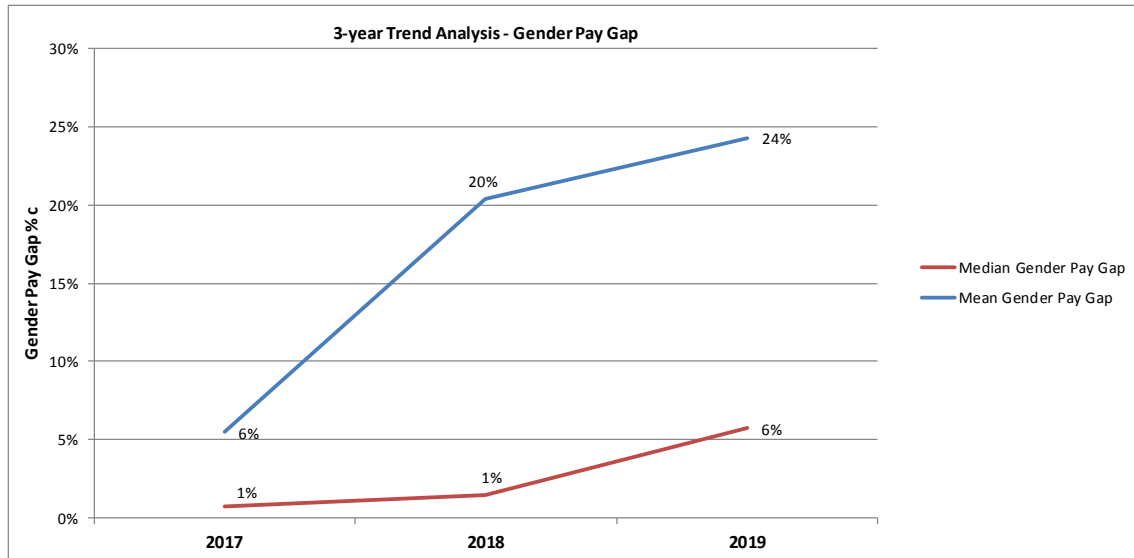


4. Trend Comparison

When we consider year on year comparison, we see positive trends in the form of a narrower mean bonus pay gap. We note an increased mean and median gender pay gap, with an increased median gender bonus gap and decreased bonus participation for both males and females. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

| | 2017 | 2018 | 2019 | 2019 Vs 2018 |
|-------------------------|--------|--------|--------|--|
| Mean Gender Pay Gap | 5.50% | 20.37% | 24.31% |  3.9% |
| Median Gender Pay Gap | 0.71% | 1.45% | 5.75% |  4.3% |
| Mean Gender Bonus Gap | 47.04% | 61.65% | 56.11% |  -5.5% |
| Median Gender Bonus Gap | 56.22% | 29.65% | 45.63% |  16.0% |
| Males receiving bonus | 13.00% | 36.00% | 29.23% |  -6.8% |
| Females receiving bonus | 9.00% | 26.00% | 15.91% |  -10.1% |

When we look at 3-year trend data, we see positive trends in the form of a narrower median bonus pay gap since initial reporting in 2017. We also observe a sustained widening mean and median gender pay gap, as highlighted in the graphs below:



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 2019, 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.