



Eclectic Bars: Gender Pay Gap Reporting Findings

As at 5 April 2018

Introduction

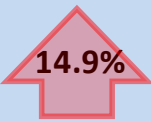
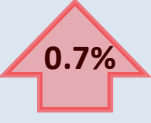
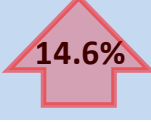
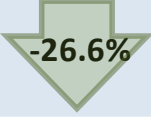
In light of the recent Government Regulations regarding Mandatory Gender Pay Gap Reporting, Total Reward Group has been tasked with providing the gender pay gap reporting requirements for Eclectic Bars as of the 5th of April 2018 snapshot date.

From 2017, mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees.

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.

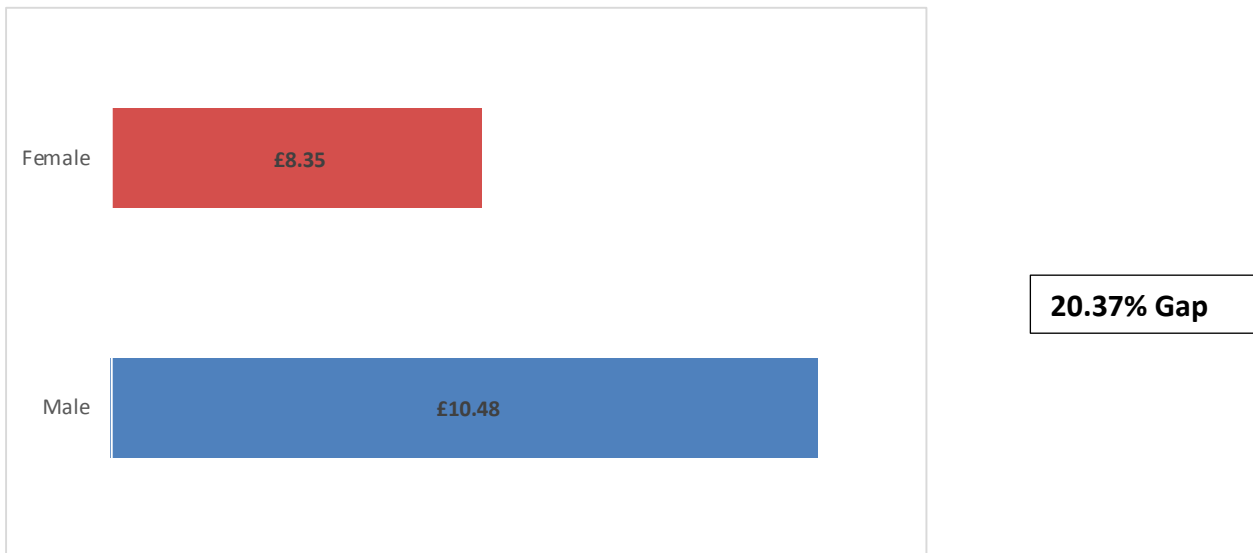
Year-on-Year Trends

The table below highlights the year-on-year movement in your organisation's gender pay metrics:

	2018	2017	Percentage Difference
Mean Gender Pay Gap	20.37%	5.50%	 14.9%
Median Gender Pay Gap	1.45%	0.71%	 0.7%
Mean Gender Bonus Gap	61.65%	47.04%	 14.6%
Median Gender Bonus Gap	29.65%	56.22%	 -26.6%
Males receiving bonus	36.00%	13.00%	23.0%
Females receiving bonus	26.00%	9.00%	17.0%

Mean Hourly Rates

The mean hourly rates are currently favouring male employees by 20.37%. This is slightly above the national mean of 17.4% according to the Office of National Statistics, 2017. This may be due to higher bonus payments being made to the male population as bonus is factored into the hourly rate calculation as well as female employees being less well represented in the third quartile and slightly underrepresented in the highest pay quartile.



Median Hourly Rates

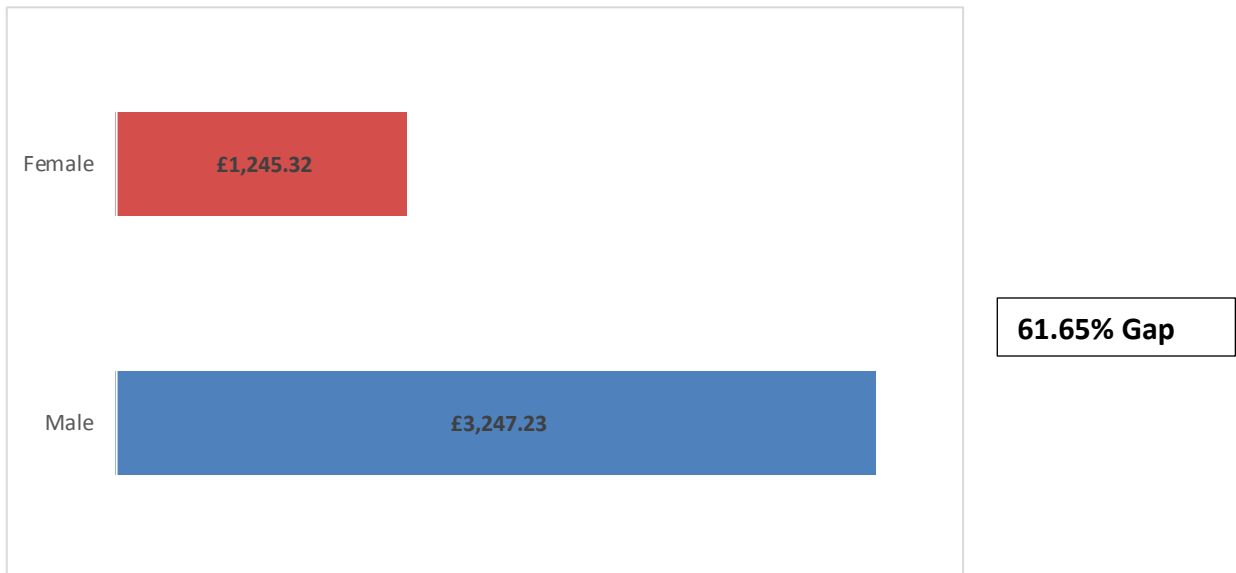
The median hourly rates are favouring male employees by 1.45%. This is significantly below the national median of 18.4% according to the Office of National Statistics, 2017. This indicates that the data set is skewed as the median is less susceptible to outliers and extreme values.



Bonus Payments and Participation

The bonus gap at Eclectic Bars is currently favouring male employees at the mean by 61.65%, and at the median by 29.65%. This may be due to a number of larger bonuses being paid to male employees in the top two pay quartiles, where more male employees are found.

Mean Bonus Payments

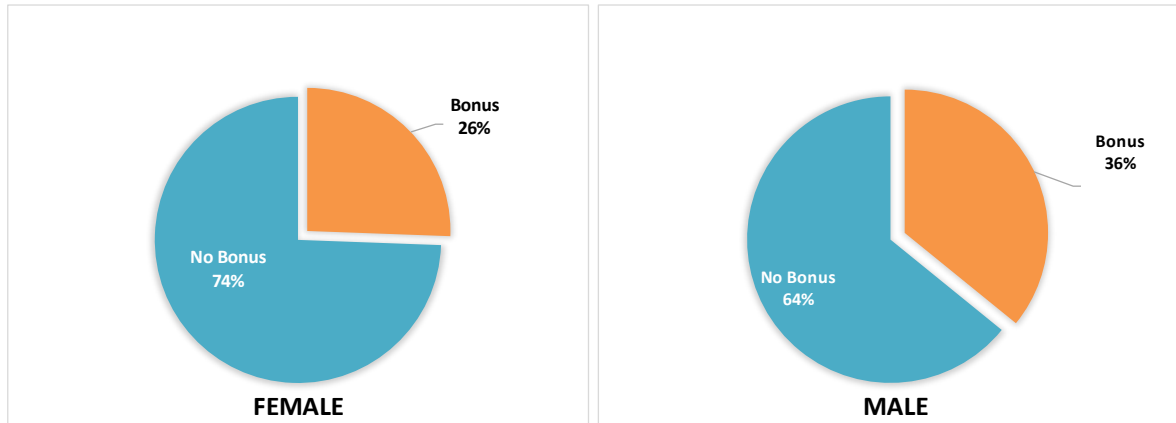


Median Bonus Payments



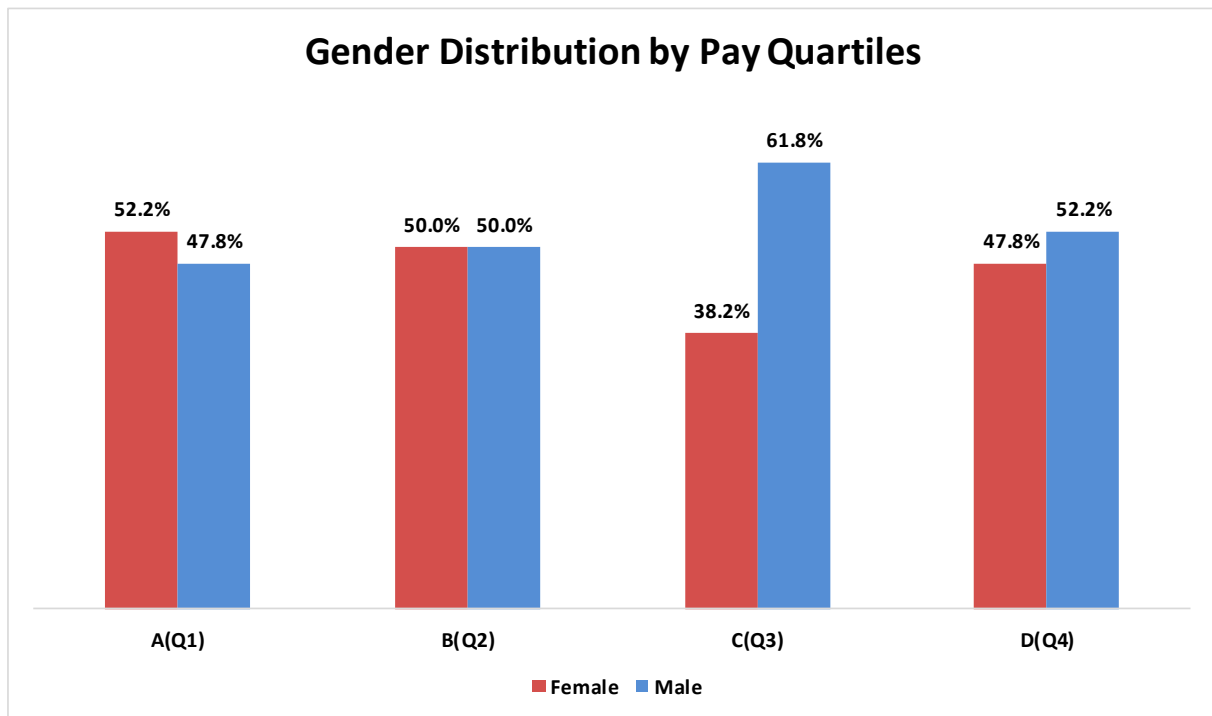
Bonus Participation

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



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 broadly female and male employees are equally balanced in the lowest two quartiles, with female employees least well represented in the third quartile and slightly underrepresented in the highest pay quartile. This contributes to the gender pay gap as the male average hourly rate is higher than the female average.



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.