



Gender Pay Gap Report Eclectic Clubs & Bars

Findings

5th March 2021

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. Note that this report is for internal purposes only as it uses the snapshot date of 31 March 2020, not the 5th April as stipulated in the government regulations.

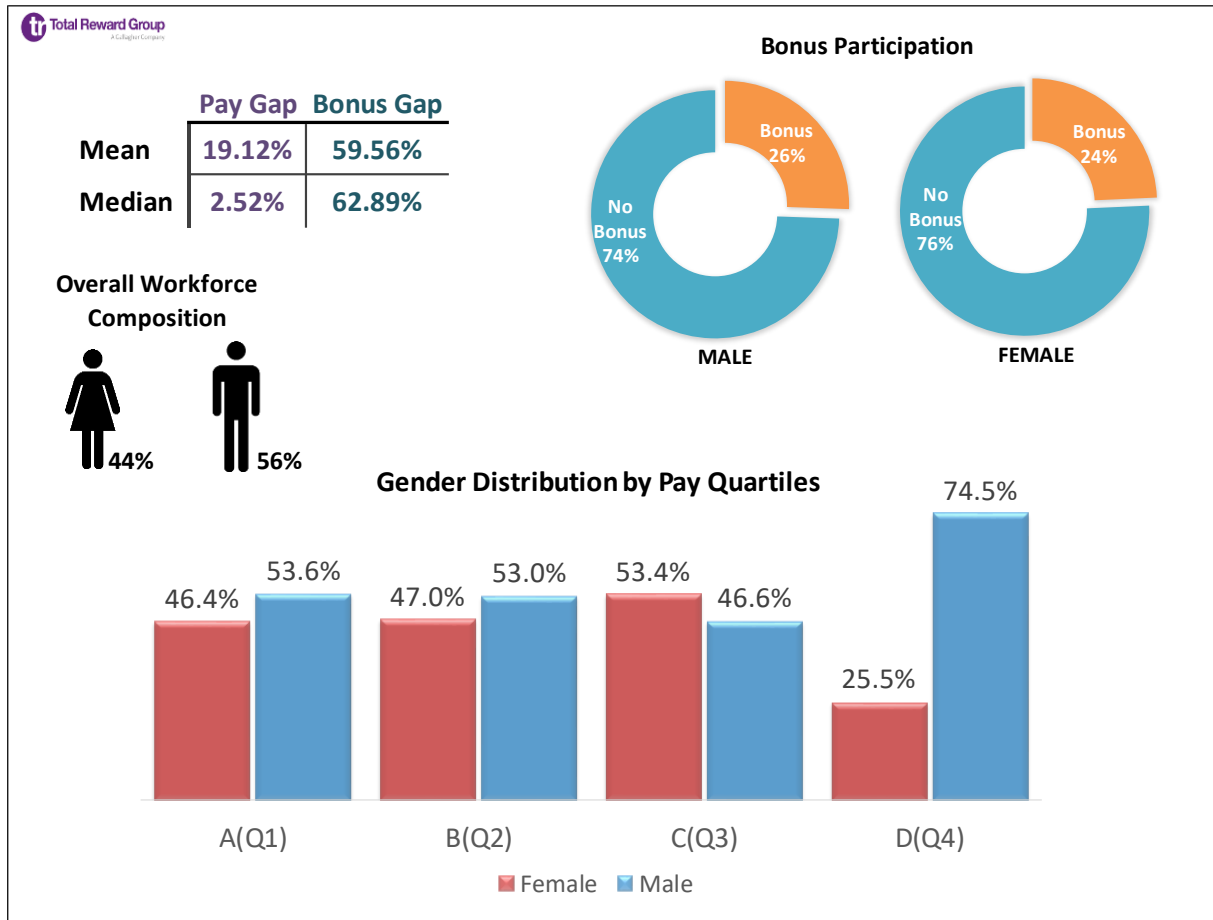
A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work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

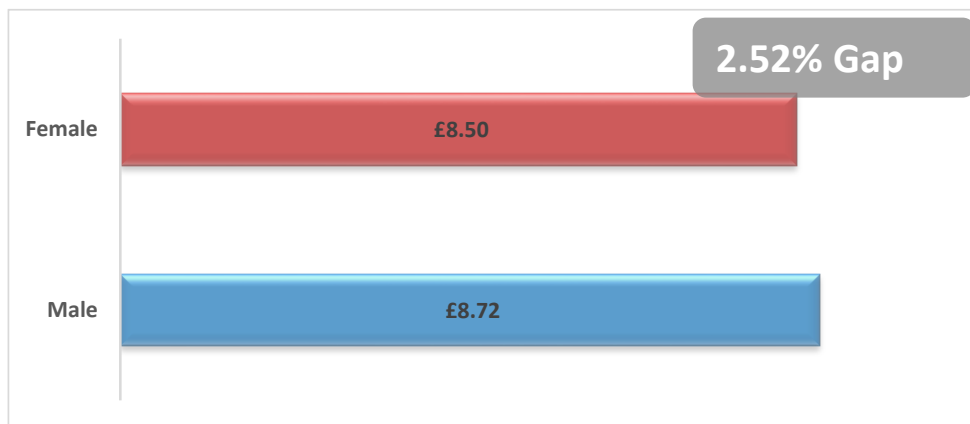
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 19.12%, this is around 5% above the national mean of 14.4% according to the Office for National Statistics, 2020.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 2.52% which is significantly lower than the national median of 15.5% according to the Office for National Statistics, 2020.



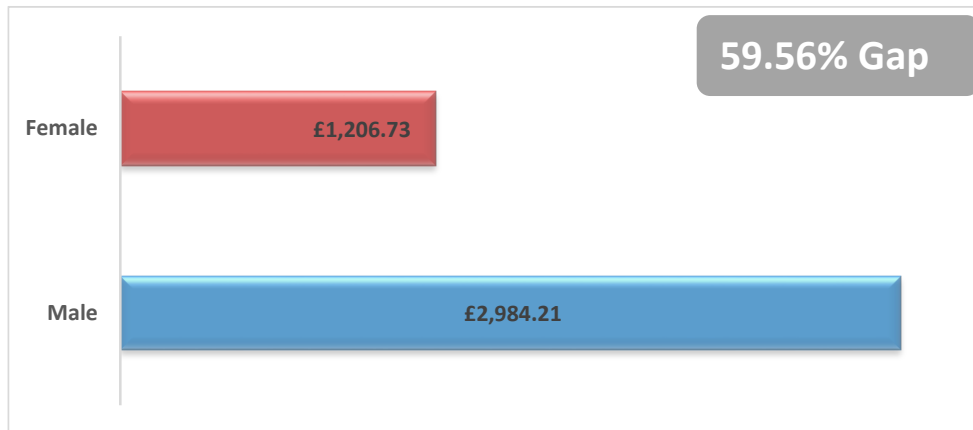
Impact of Covid-19 on national gender pay gap data

Although the coronavirus (COVID-19) has had a substantial impact on labour market hours worked and pay, it appears to have had little impact on national gender pay gap data in April 2020. External research undertaken by the Office for National Statistics finds that that a slightly higher proportion of men than women were furloughed with reduced pay in April 2020, and that for both men and women, the vast majority were in the lowest-paying jobs. As the national median gender pay gap is based on median pay, furloughing has had only a small impact on the national gender pay gap, and the majority of the reduction in this gap is because of underlying changes in pay.

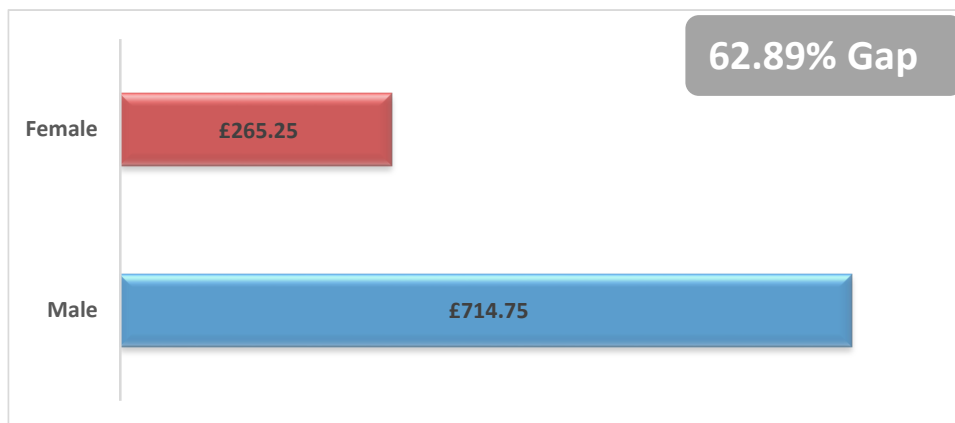
Bonus Payments and Participation

The bonus gap at Eclectic Bars is currently favouring male employees at the mean by 59.56%, and at the median by 62.89%. This indicates that the data set is only very slightly skewed, with a wider range in the bonus amounts found in the slightly larger male data set (n = 137) compared to a narrower range in the smaller female data set (n = 107) who are in receipt of bonuses.

Mean Bonus Payments

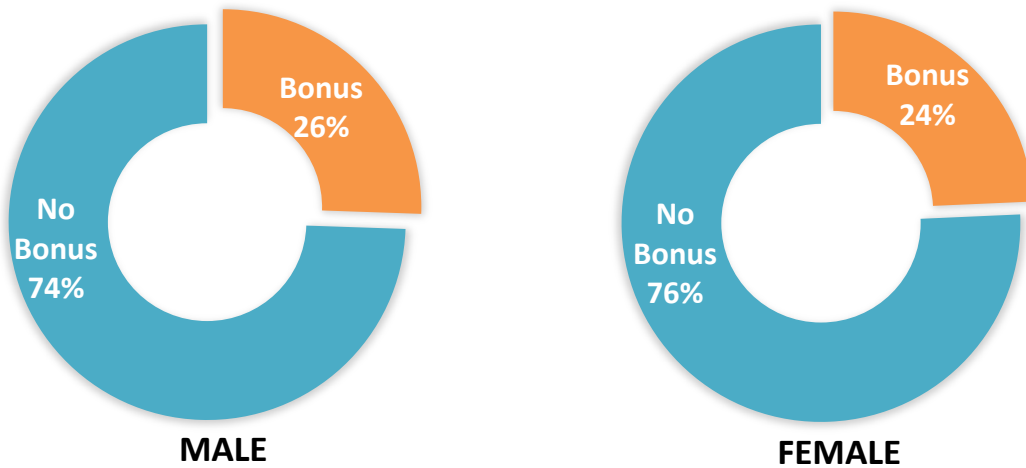


Median Bonus Payments



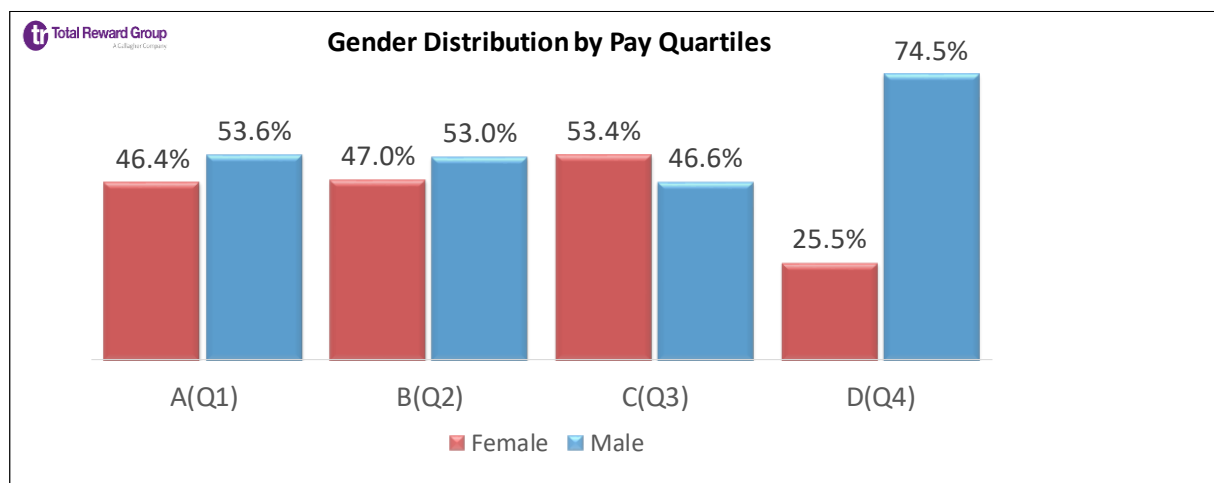
Bonus Participation

From the charts below we can see that an almost equal proportion of male and female employees are receiving a bonus.




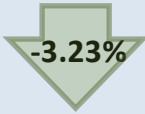
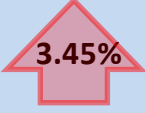
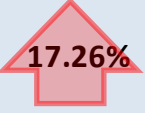
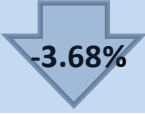

Pay Quartiles

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 well represented across the bottom three quartiles and then much less well represented in the highest pay quartile.

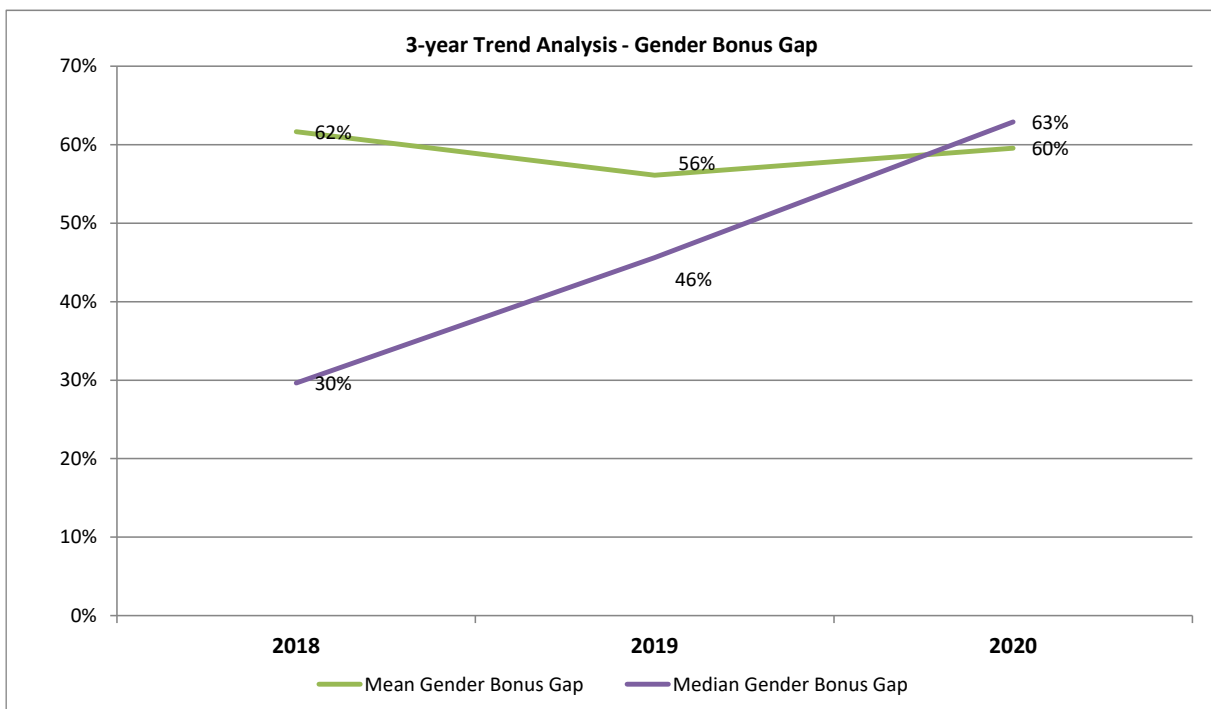
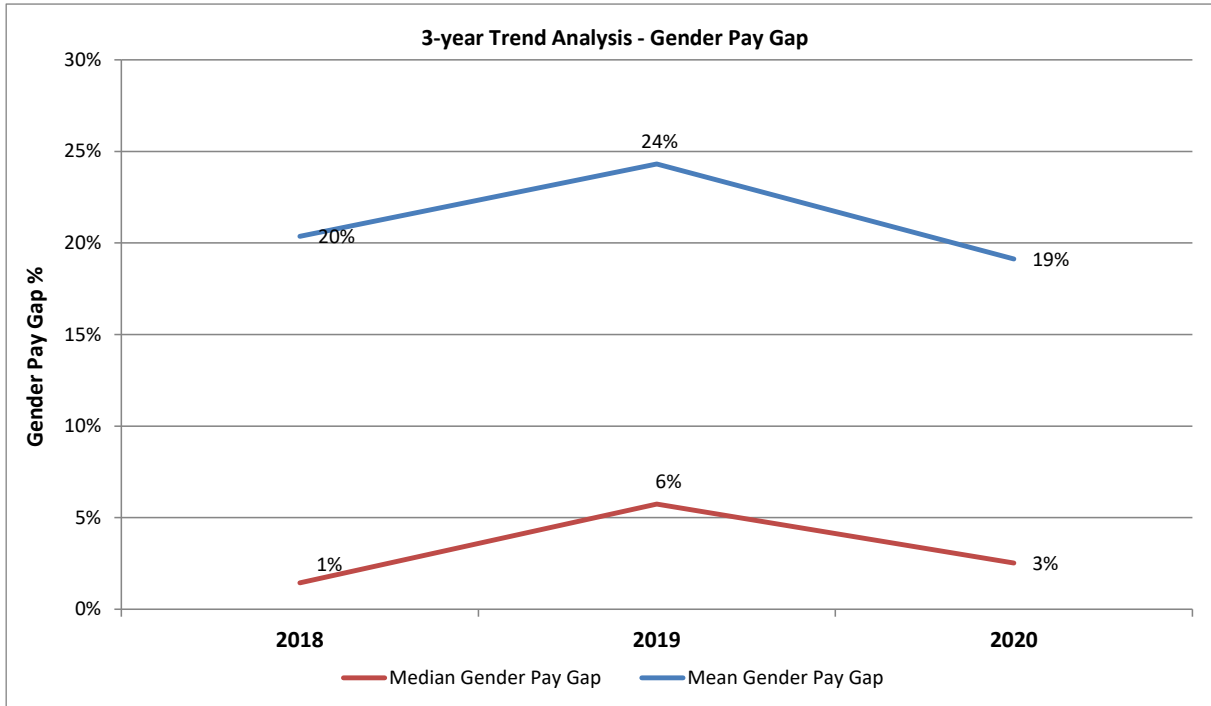


4. Trend Comparison

When we consider year on year comparison, we see positive trends in the form of a narrower gender pay gap at both the mean and the median. We see a slight widening at the mean gender pay gap, which is much more pronounced at the median, in favour of males. Encouragingly, we note increased bonus participation for females compared to the previous year. 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.

	2018	2019	2020	2020 Vs 2019
Mean Gender Pay Gap	20.37%	24.31%	19.12%	 -5.19%
Median Gender Pay Gap	1.45%	5.75%	2.52%	 -3.23%
Mean Gender Bonus Gap	61.65%	56.11%	59.56%	 3.45%
Median Gender Bonus Gap	29.65%	45.63%	62.89%	 17.26%
Males receiving bonus	36.00%	29.23%	25.55%	 -3.68%
Females receiving bonus	26.00%	15.91%	24.30%	 8.39%

When we look at 3-year trend data, we observe a generally consistent mean and median gender pay gap with greater volatility in the bonus gap, most notably in the median 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 2020, 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.