

## Gender Pay Reporting 2019-20

As a business, Everyman is committed to paying fairly for each role, and believe in equality for all. We aim to pay fairly for the jobs that people do, and the experience they bring to their roles, irrespective of their gender, ethnic origin or nationality, age, disability, sexual orientation, religion, or any factor other than doing a fabulous job for us.

Over the course of the year 2019/20, we have seen slight changes in our pay pattern, and a reduction in the gender pay gap at mean hourly pay. Our pay gap has changed at both median hourly rate and bonus payments, which is now showing a slightly greater gap. Our bonus payments show around 30% of men and women receive bonus payments; however, the actual payments show greater difference as the proportion of men in senior roles is higher. We understand that there is more to do to encourage women to move into more senior roles and be paid accordingly. We remain proud of the flexibility our roles provide for both men and women at all levels.

During the year 2020/21, we have seen many changes in the business and the wider market, and indeed the country. We have managed through the pandemic, and now have a different leadership team in place. We have appointed our first People Director, and her role will encompass a deeper look at our foundational approach to diversity and inclusion. As our business was closed for a number of months during the pandemic, we don't expect to see dramatic change in our gender pay position in the year 2020/21.

Our policy is always to pay fairly, and whilst reporting our gender pay gap is an essential part of our commitment to diversity and inclusion, the numbers are rolled up and rely on averages. Our commitment is always to pay equally for similar roles. We are proud of the women in our business, and continue to invest in seeing all our people progress internally.

I confirm that our gender pay statement is accurate and correct at 5<sup>th</sup> April 2020

Alex Scrimgeour  
CEO

Our gender pay reporting is divided into details about usual average hourly pay, and specific information about bonus payments.

These are published in line with government requirements, and can be seen below;

*Hourly paid – mean gender pay gap is -6.3%*

Mean male hourly pay           £10.23

Mean female hourly pay       £9.58

*Hourly paid – median gender pay gap is -3.6%*

Median male hourly pay       £9.17

Median female hourly pay     £8.84

*Bonus pay*

Proportion of male and females who get bonus payments (-18.6%)

Mean number of male employees who received bonus payments       34.2%

Mean number of female employees who received bonus payments     27.8%

Mean gender pay gap in bonus pay

Mean Male bonus   £2,460

Mean female bonus   £400

<b>Hourly pay</b>			
<b>Mean gender pay gap in hourly pay (FPREs)</b>			-6.3%
Mean male hourly-pay	<b>M</b>	£10.23	
Mean female hourly-pay	<b>F</b>	£9.58	
<b>Median gender pay gap in hourly pay (FPREs)</b>			-3.6%
Median male hourly-pay	<b>M</b>	£9.17	
Median female hourly-pay	<b>F</b>	£8.84	
<b>Bonus pay</b>			
<b>Proportion of males and females who got bonus payments (Relevant)</b>			-18.6%
Mean male number who received bonus payments	<b>M</b>	34.2%	
Mean female number who received bonus payments	<b>F</b>	27.8%	
<b>Mean gender pay gap in bonus pay (relevant)</b>			-83.7%
Mean male bonuses	<b>M</b>	£2,460.00	
Mean female bonuses	<b>F</b>	£400.00	

<b>Quartiles</b>			
<b>Q1 M:F ratio (FPRE)</b>			
		<b>6.6%</b>	
Count male	<b>M</b>	<b>121</b>	<b>48.4%</b>
Count female	<b>F</b>	<b>129</b>	<b>51.6%</b>
		<b>250</b>	
<b>Q2 M:F ratio (FPRE)</b>			
		<b>17.4%</b>	
Count male	<b>M</b>	<b>115</b>	<b>46.0%</b>
Count female	<b>F</b>	<b>135</b>	<b>54.0%</b>
		<b>250</b>	
<b>Q3 M:F ratio (FPRE)</b>			
		<b>-25.7%</b>	
Count male	<b>M</b>	<b>144</b>	<b>57.4%</b>
Count female	<b>F</b>	<b>107</b>	<b>42.6%</b>
		<b>251</b>	
<b>Q4 M:F ratio (FPRE)</b>			
		<b>-7.7%</b>	
Count male	<b>M</b>	<b>130</b>	<b>52.0%</b>
Count female	<b>F</b>	<b>120</b>	<b>48.0%</b>
		<b>250</b>	