

**BRIGHTON  
PALACE PIER**

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# Gender Pay Reporting Findings

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March 2018

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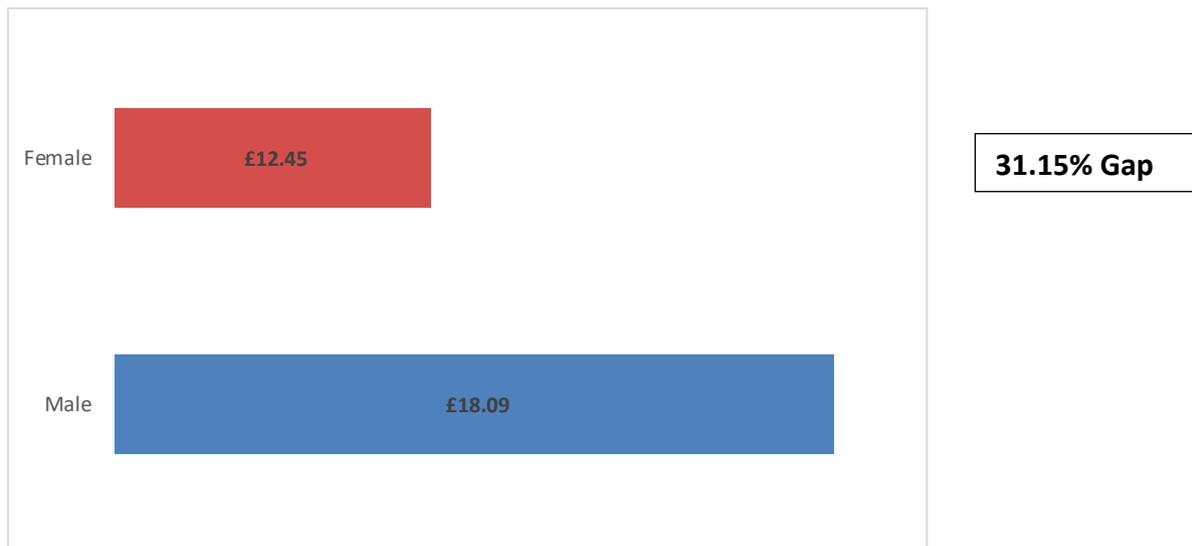
## Introduction

In light of the recent Government Regulations regarding Mandatory Gender Pay Gap Reporting, Total Reward Group have been tasked with providing the gender pay gap reporting requirements for Brighton Palace Pier as of the 5<sup>th</sup> of April 2017 snapshot date.

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 5<sup>th</sup> 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 favouring male employees by 31.15%, this is above the national mean of 17.4% in favour of males, according to the Office of National Statistics, 2017.



## Median Hourly Rates

The median hourly rates are currently favouring male employees by 2.47%, which is significantly below the national median of 18.4% in favour of males, 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.

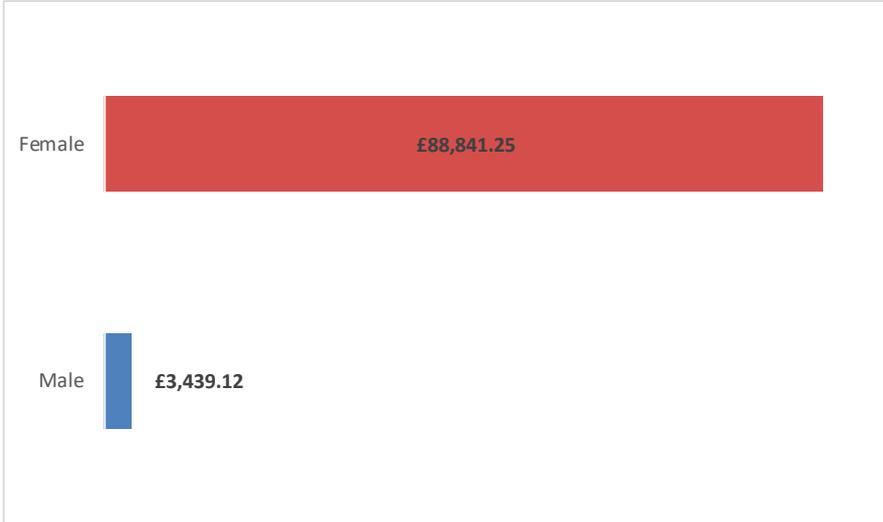


## Bonus Payments and Participation

The mean bonus gap at Brighton Palace Pier is currently favouring female employees by 2483.25%, and favouring female employees at the median by 5822.75%. From the pie charts below we can see that a very small proportion of female and male employees received a bonus, though this is based on a very small headcount (1 and 19 respectively). The gap is being driven by one female executive who received a high bonus payment, relative to a small number of males who received proportionally lower bonus payments. It is also important to note that these figures do reflect multiple bonus plans. There is an annual discretionary performance-related incentive plan which middle and senior management participate in as well as an ad-hoc cash award programme which other employees participate in and which pays out proportionally lower bonus payments. This year the Executive bonus payments incorporated one-off retention payments, as part of the transfer of business to Brighton Palace Pier Group.

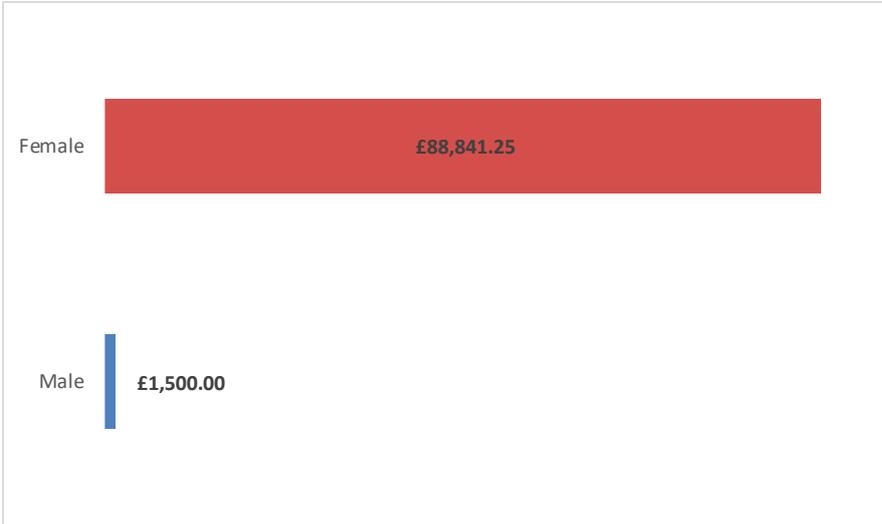


### Mean Bonus Payments



**2483.25% Gap**

### Median Bonus Payments

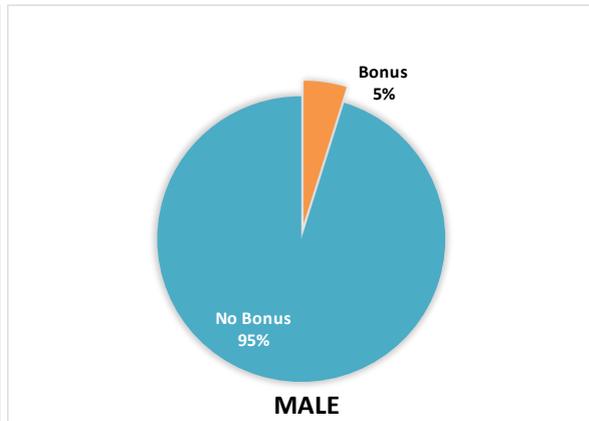
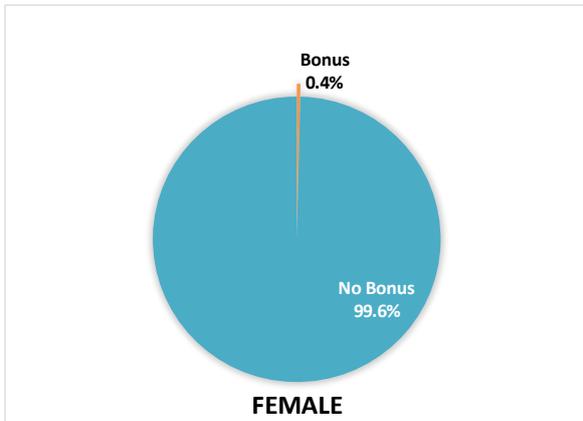


**5822.75%**



## Bonus Participation

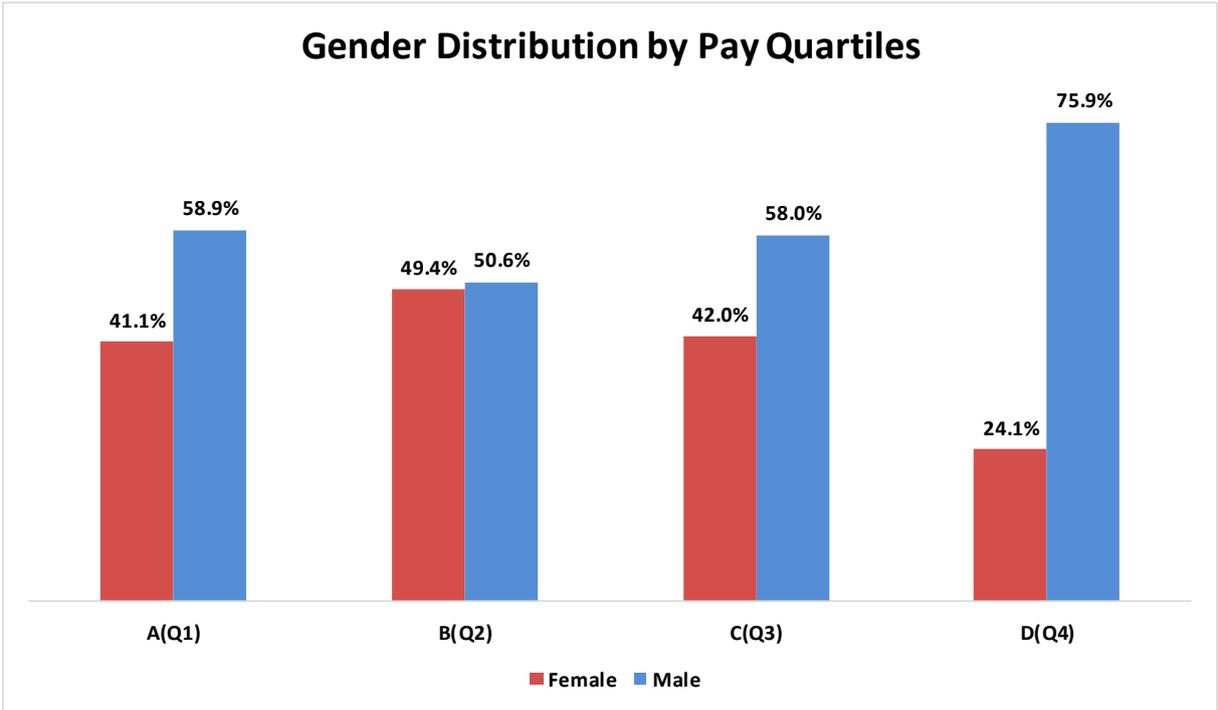
From the pie charts below we can see that a very small proportion of female and male employees are receiving a bonus, based on a very small headcount (1 and 19 respectively).





### 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 and male employees are broadly equally balanced in the second quartile, with female employees more underrepresented in the first and the third quartiles, and significantly underrepresented in the last quartile.



## 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 5<sup>th</sup> 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.