



28<sup>th</sup> March 2023

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## 1. Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for Brighton Palace Pier Group as of the 5<sup>th</sup> of April 2022 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.

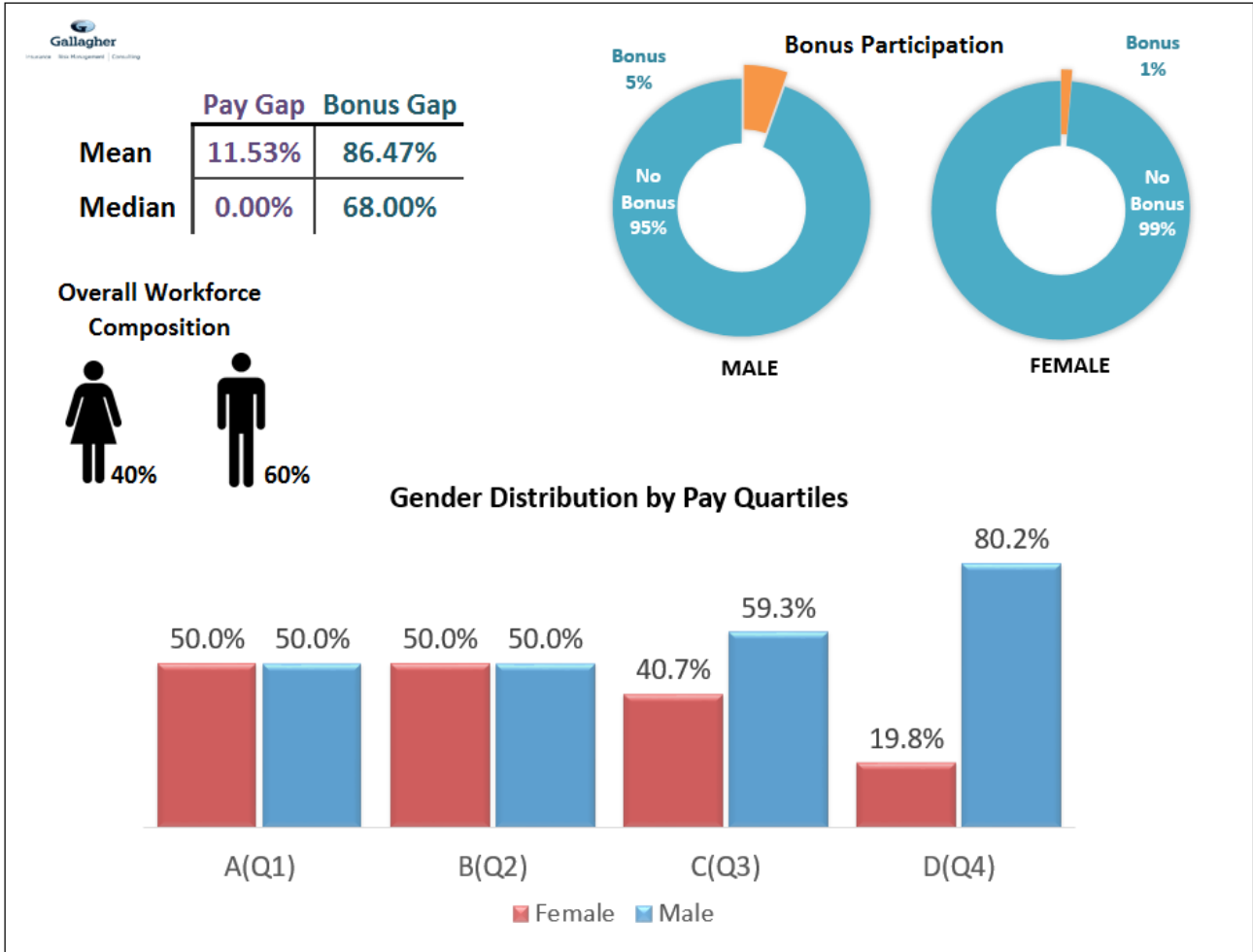
The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received 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

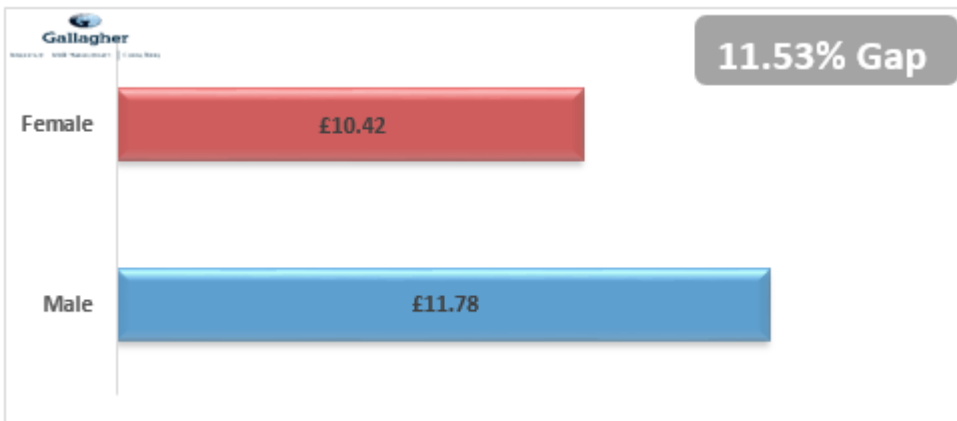




### 3. Understanding the Data

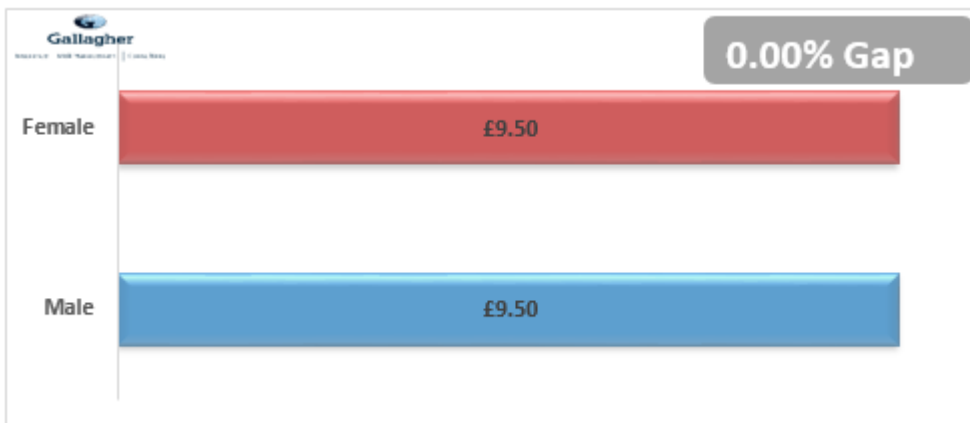
#### Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 11.53%, this is slightly below the national mean favouring males of 13.9% according to the Office for National Statistics, 2022.



#### Median Hourly Pay Rates

The median hourly gender pay gap has been eliminated – this is considerably lower than the national median favouring males of 14.9% according to the Office for National Statistics, 2022.



#### Impact of Covid-19 on national gender pay gap data

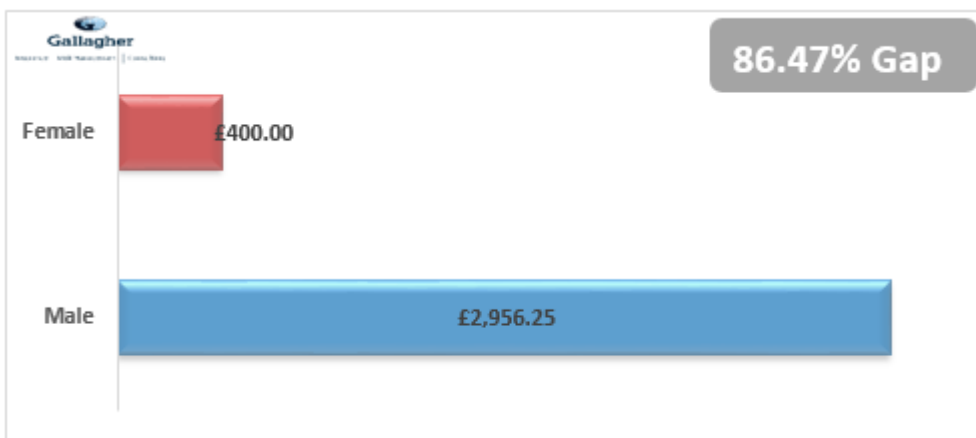
Although the coronavirus (COVID-19) had a substantial impact on labour market hours worked and pay, it has not had as significant an impact on national gender pay gap data. External research undertaken by the Office for National Statistics found that that a slightly higher proportion of men than women were furloughed with reduced pay during the pandemic, 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.



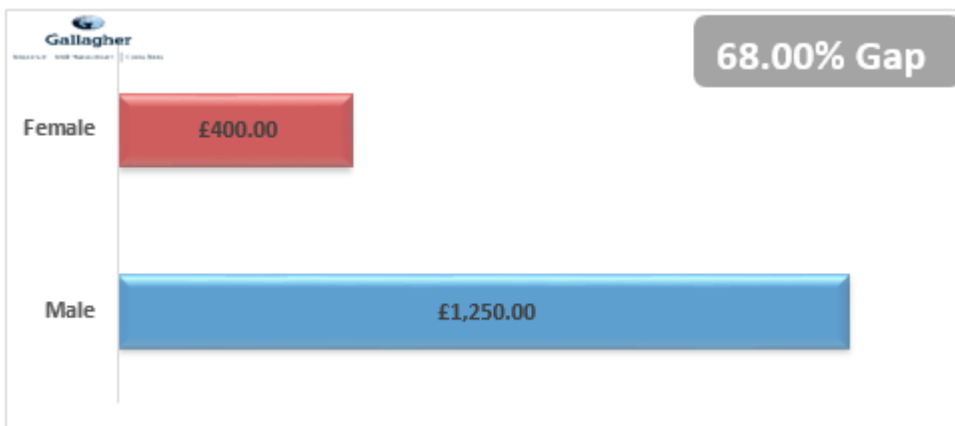
## Bonus Payments and Participation

The bonus gap at Brighton Palace Pier Group is currently favouring male employees at the median by 68.00%, and at the mean by 86.47%. This indicates that the data set is skewed, with a wider range in the bonus amounts found in the much larger male data set (n = 12) compared to a narrower range in the smaller female data set (n = 2) who are in receipt of bonuses.

### Mean Bonus Payments



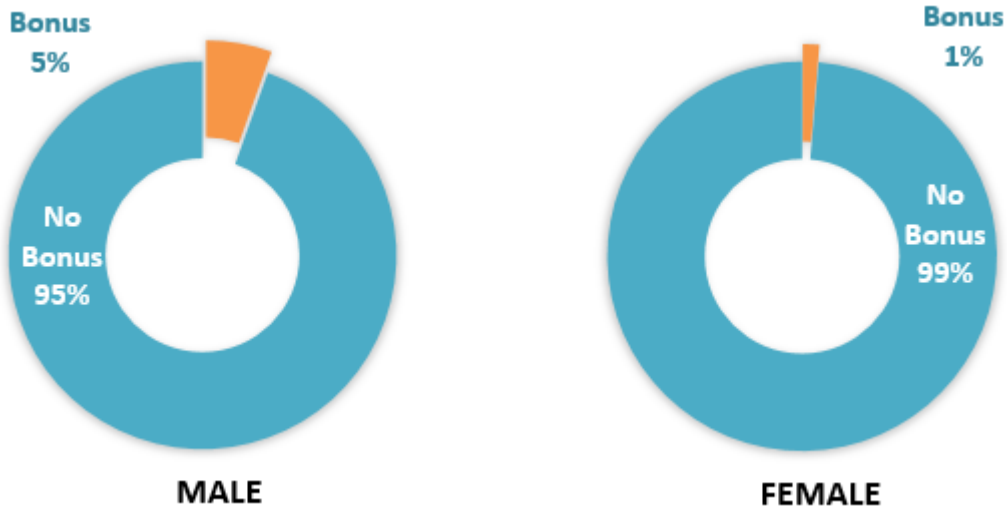
### Median Bonus Payments





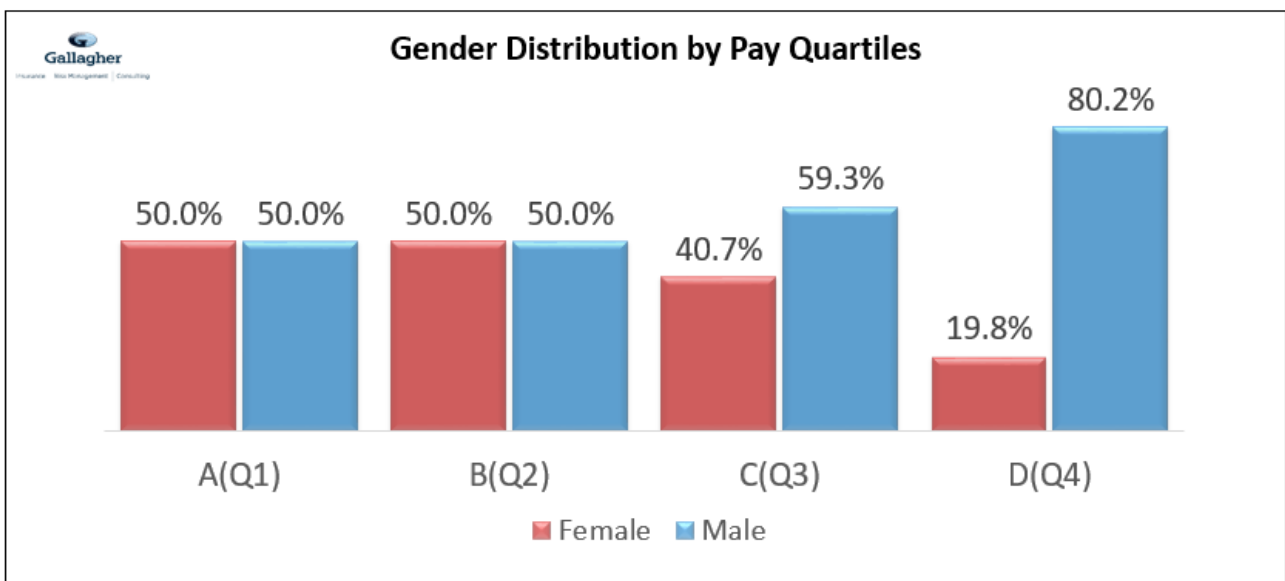
## Bonus Participation

From the charts below we can see a greater 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 well represented across the lowest three pay quartiles and underrepresented in the highest pay 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 2022, 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.

