



Gallagher

Insurance | Risk Management | Consulting

Gender Pay Gap Report

Brighton Palace Pier

Findings

24th March 2025

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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 as of the 5th of April 2024 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.

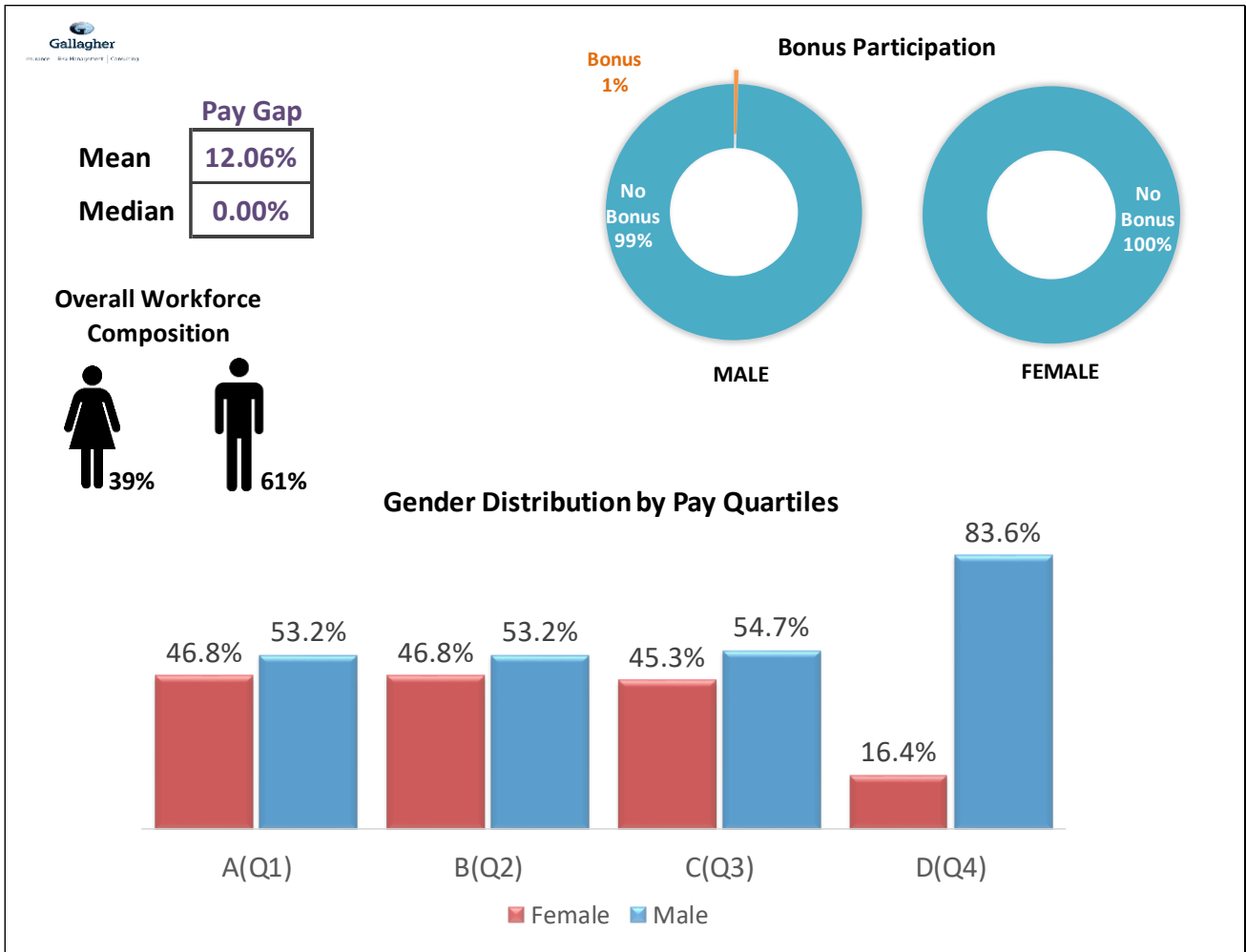
The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received 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 12.06%, this is slightly below the national mean favouring males of 13.9% according to the Office for National Statistics, 2022 (this is the most recent published data).



Median Hourly Pay Rates

The median hourly gender pay gap has been eliminated, which is significantly lower than the national median favouring males of 13.1% according to the Office for National Statistics, 2024.



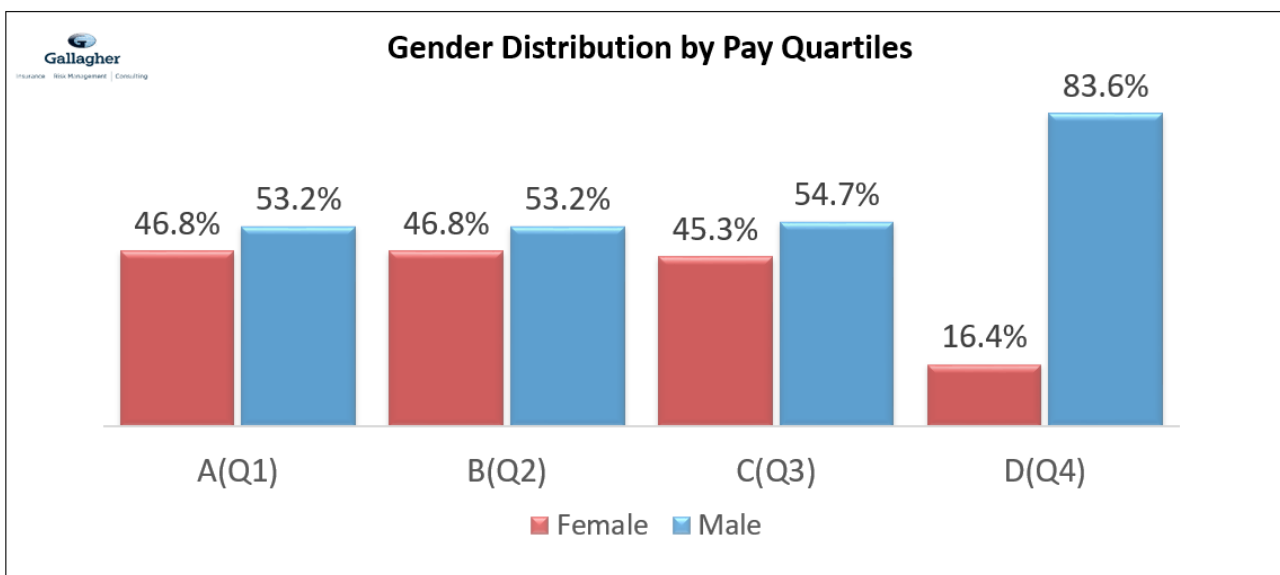


Bonus Payments and Participation

There is no bonus gap to report as during the reporting cycle as no females received a bonus with only 1 male in receipt of a bonus.

Pay Quartiles

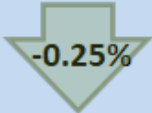

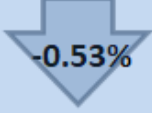
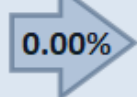
When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are generally well represented across the lower three quartiles, and then significantly under-represented in the highest pay quartile (D).





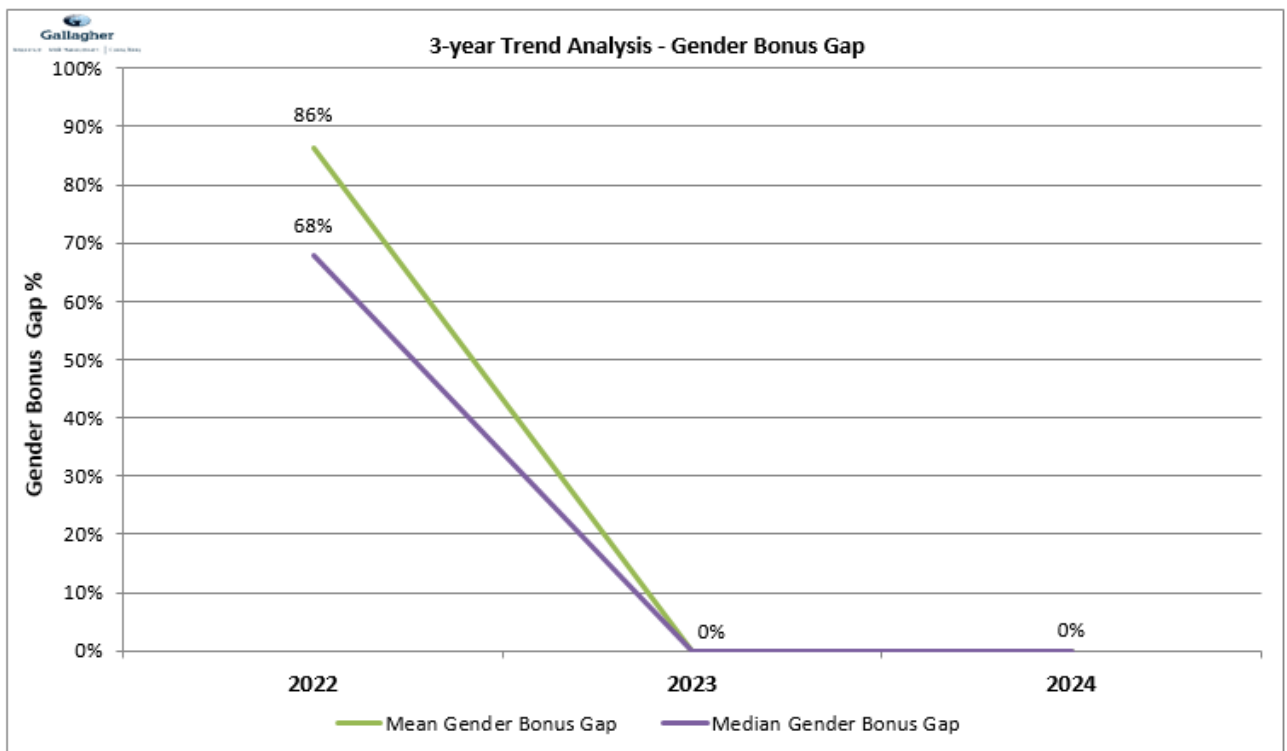
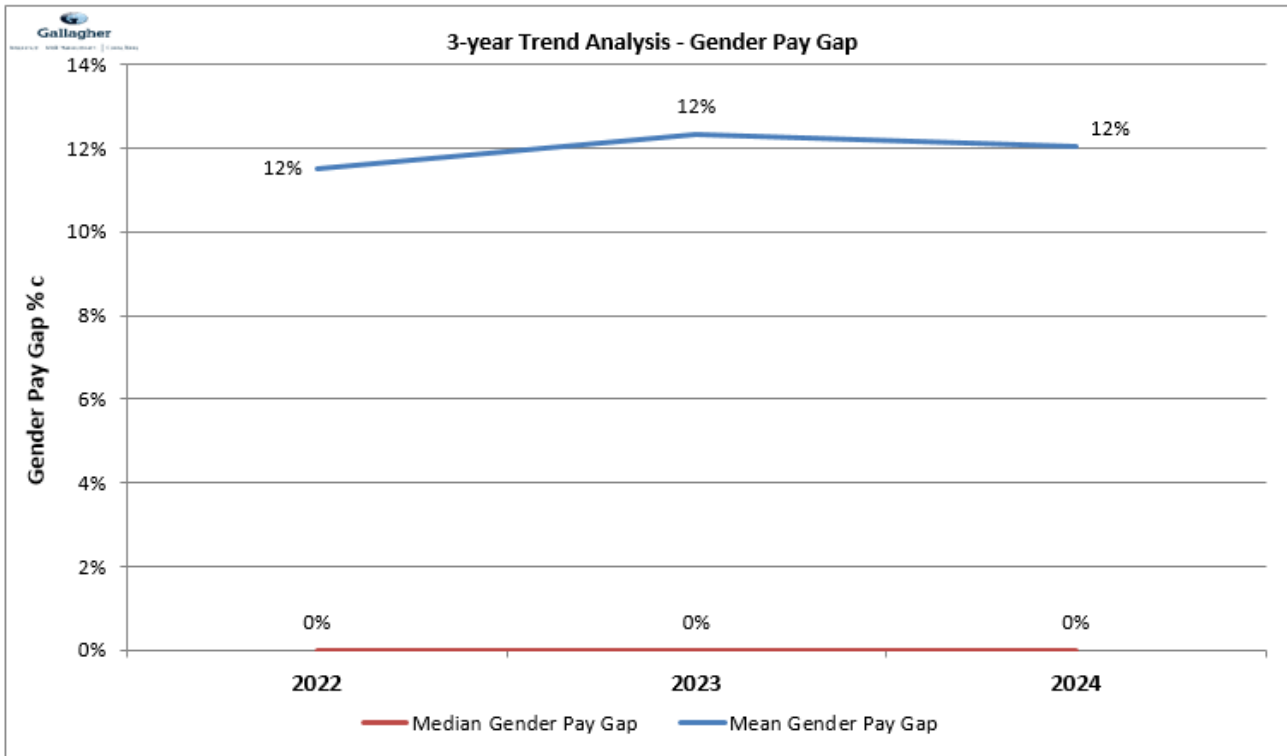
4. Trend Comparison

When we consider comparison between this year and that of the most recent reporting cycle in 2023, we see positive trends in the form of the median gender pay gap being consistently eliminated with the mean narrowing slightly. For two years running, there is no gender bonus gap comparison to report as no females received a bonus. We observe a fractional drop in male bonus participation.

	2022	2023	2024	2024 Vs 2023
Mean Gender Pay Gap	11.53%	12.31%	12.06%	 -0.25%
Median Gender Pay Gap	0.00%	0.00%	0.00%	 0.00%
Mean Gender Bonus Gap	86.47%	-	-	-
Median Gender Bonus Gap	68.00%	-	-	-
Males receiving bonus	5.48%	1.07%	0.54%	 -0.53%
Females receiving bonus	1.36%	0.00%	0.00%	 0.00%



When we look across the three most recent reporting cycles, we observe a broadly consistently pay gap at both the mean and the median. Turning to gender bonus gap, we see more fluctuation given the lack of female bonus participation in the last two cycles.



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 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.

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