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# Gender Pay Gap Report

Brighton Palace Pier

Findings

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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 5<sup>th</sup> of April 2025 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:

- Overall mean and median gender pay gaps
- Difference in mean and median bonus payments paid to men and women
- Proportion of male and female employees that received a bonus
- Gender distribution across the pay quartiles

## The calculations make use of two types of methods:

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.

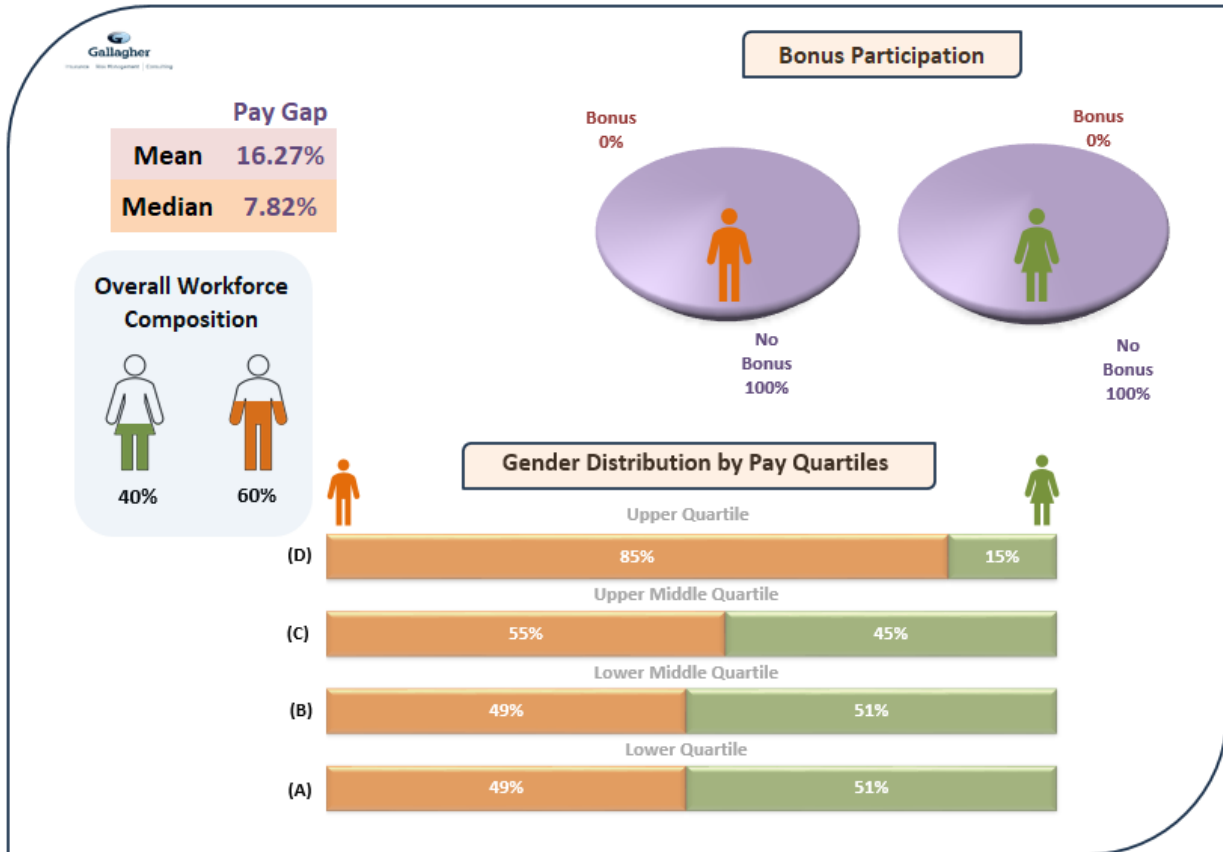


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## 2. Summary of Gender Pay Gap Key Figures

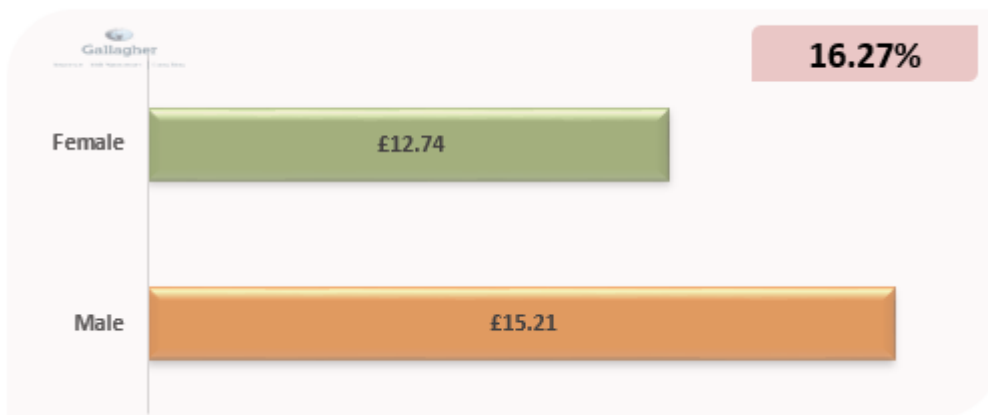




### 3. Understanding the Data

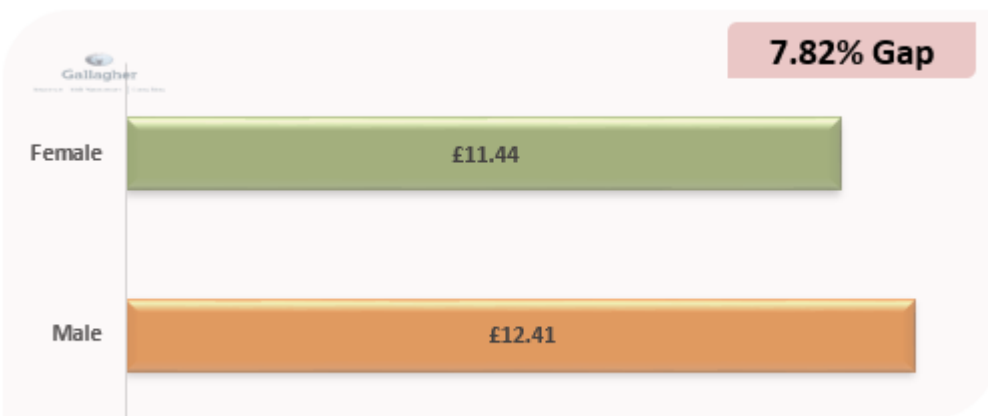
#### Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by **16.27%**, this is above 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 rates are currently favouring male employees by **7.82%**, this is sitting comfortably below the national median favouring males of 12.8% according to the Office for National Statistics, 2025.



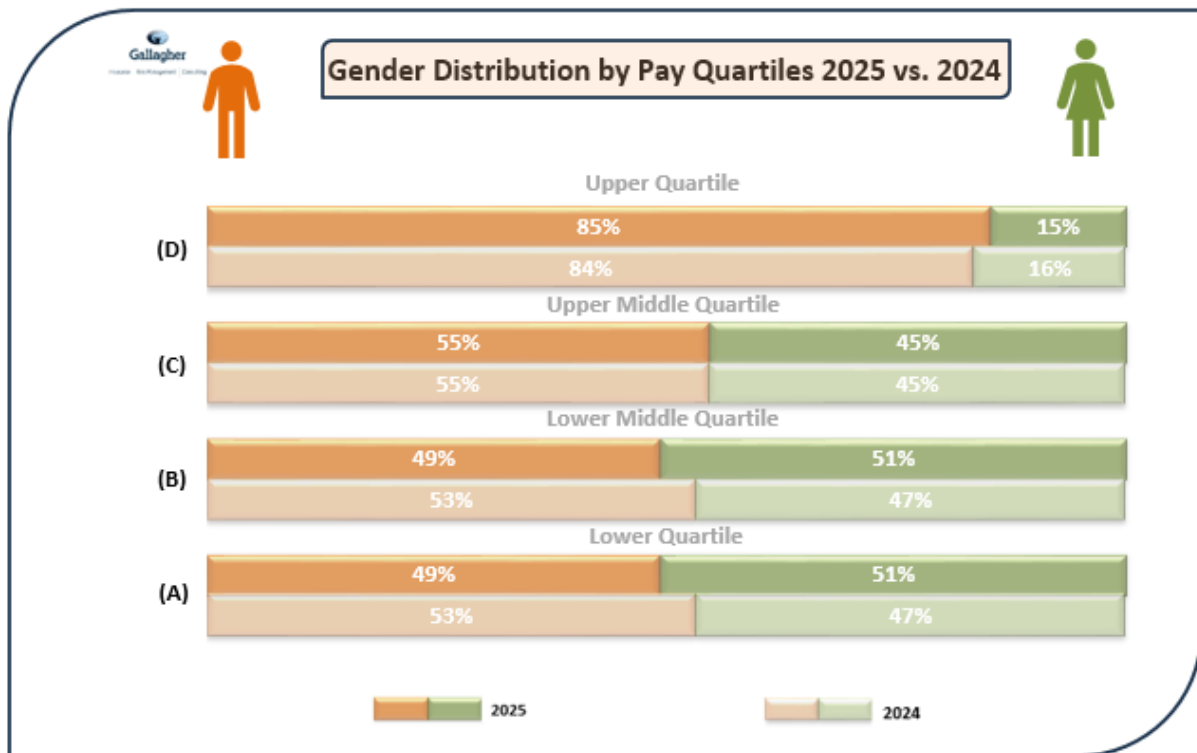


## Bonus Payments and Participation

No bonus payment were made during this reporting cycle.

## Pay Quartiles

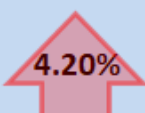
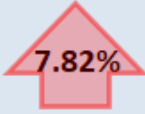
When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that similar to last year, female employees are generally well represented across the lower three quartiles (encouragingly, we see a year-on-year increase of +4% in both A and B), and then significantly under-represented in the highest pay quartile (D).





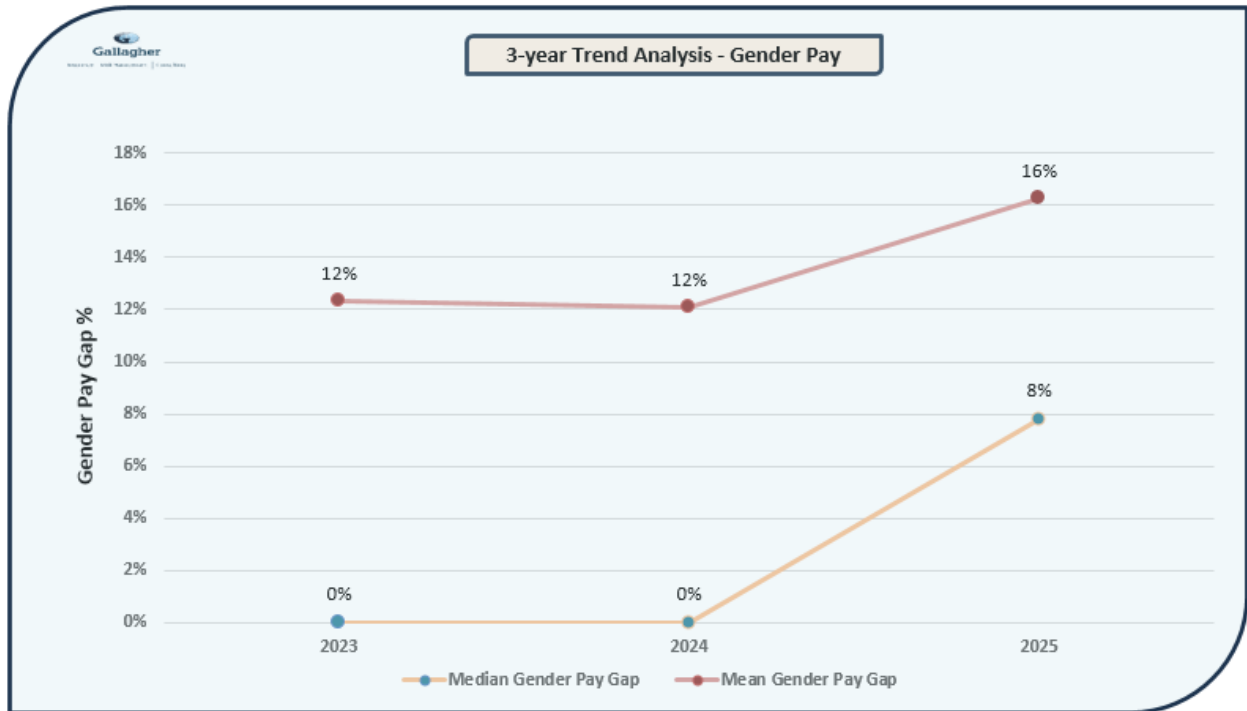
## 4. Trend Comparison

When we consider comparison between this year and that of the most recent reporting cycle in 2024, we see a widening gender pay gap at both the median and the mean. There is no gender bonus gap comparison to report as no bonuses were awarded during the reporting period.

	2023	2024	2025	2025 Vs 2024
Mean Gender Pay Gap	12.31%	12.06%	<b>16.27%</b>	 <b>4.20%</b>
Median Gender Pay Gap	0.00%	0.00%	<b>7.82%</b>	 <b>7.82%</b>
Mean Gender Bonus Gap	-	-	-	
Median Gender Bonus Gap	-	-	-	
Males receiving bonus	1.07%	0.54%	-	
Females receiving bonus	0.00%	0.00%	-	



When we look across the three most recent reporting cycles we observe a widening at the mean and median gender pay gap, following 2 years of stability where the gap had been eliminated.





## 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:

<b>Mean gender pay gap</b>	<b>Median gender pay gap</b>	<b>Gender bonus gap</b>
Difference between average hourly earnings of male and females	Difference between median hourly earnings	Proportion of male and female employees receiving bonus within the 12 month period
<b>Mean gender bonus gap</b>	<b>Median gender bonus gap</b>	<b>Pay quartiles</b>
Difference between average bonus earnings	Difference between median bonus earnings	Insight into career paths

\*Pay bands are as follows:

- Lowest paid to lower quartile
- Lower quartile to median
- Median to upper quartile
- 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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