

Gender Pay Explanatory Notes

Snapshot Date 5th April 2018

The gap in our gender pay has reduced significantly and is attributable to several reasons:

- In our business units, the salaries for the majority of our employees are derived from the pay rate associated with the job role as opposed to pay on an individual basis.
- On the whole, we have a fairly balanced Male to Female ratio in our business units. Females dominate the headcount in almost a third of our business units **[Fig.1]**.
- The proportion of Females in corporate roles based in Head Office has increased and a number of these Females have moved into a more senior role resulting in higher pay.
- The exclusion list of staff being paid a reduced rate or nil as a result of leave (i.e. Maternity, Parental Leave, Sick Leave, etc.) in the April 2017 relevant pay period were predominantly Female however, the exclusion list overall has dropped by 75% meaning that an increased number of Females are captured in the April 2018 relevant pay period **[Fig.2]**.
- The percentage of the female workforce paid at an uplifted National Living Wage (NLW) was 7% more than their Male counterparts but this has now shifted with almost 2% more Males paid at an uplifted NLW than Females **[Fig.3]**.

[Fig.1] Relevant Male vs Female

	Male	Female	(%) Female
Glasgow	48	53	52.48
Playboy	91	100	52.36
Southend	39	39	50.00
Nottingham	76	60	44.12
Brighton	58	40	40.82
Head Office	38	26	40.63
Manchester	108	72	40.00
Empire	243	155	38.94
Sportsman	95	50	34.48

[Fig.2] Reduced Rate

	Male	Female	Male (%)	Female (%)	Total	(%) YoY Difference
2017	73	91	45	55	164	75.61
2018	14	26	35	65	40	

[Fig.3] Uplifted National Living Wage

	Male	Female	Total	Difference	(%) M/F Difference
2017	166	179	345	13	7.26
2018	167	164	331	3	1.80