

Gender Pay Reporting 2021-22

As a business, Everyman is committed to paying fairly for each role, to reducing our gender pay gap and to reducing our ratio of male to female employees. We believe in equality for all and aim to pay fairly for the jobs that people do and the experience they bring to their roles, irrespective of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Whilst reporting our gender pay gap is an essential part of our ongoing commitment to foster better diversity and inclusion, the numbers are rolled up and rely on averages. Our commitment to pay equally for similar roles is reflected in our systematic and regular reviews of salaries against market rates and business performance. We are proud of the women in our business and invest in internal people development, without bias impacting selection or progression opportunities.

The last two submissions have been disrupted by the impact of Furlough, as such this comparison is versus the last pre covid submission (snapshot date 5th April 2019). Since then, then mean gender pay gap in hourly pay has reduced by 3.8% and median gender pay gap in hourly pay has reduced by 1.2%. In the current reporting year, a higher percentage of women got a bonus in the year than men (14.8% of women vs 14.0% of men), compared to 2019 when the percentage of men receiving a bonus was 1.9% greater than the percentage of women receiving a bonus. The gender pay gap in bonus pay has also reduced significantly, from 93.8% in 2019, to 5.9% in the current reporting year.

I confirm that our gender pay statement is accurate and correct per the snapshot date of 5th April 2022.

Alex Scrimgeour
CEO

Our gender pay reporting is published in line with government requirements, and can be seen below:

Percentage of Men and Women in hourly pay quarters:

Upper hourly pay quarter	M:	58%
	F:	42%
Upper middle hourly pay quarter	M:	52%
	F:	48%
Lower middle hourly pay quarter	M:	57%
	F:	43%
Lower hourly pay quarter	M:	49%
	F:	51%

Hourly Pay

Mean gender pay gap for hourly pay		6.4%
Mean male hourly-pay	M:	11.43
Mean female hourly-pay	F:	10.70
Median gender pay gap for hourly pay		0.6%
Median male hourly-pay	M:	9.83
Median female hourly-pay	F:	9.78

Bonus Pay

Proportion of males who got bonus payments	M:	14.0%
Proportion of females who got bonus payments	F:	14.8%
Mean gender pay gap in bonus pay		19.6%
Mean male bonuses	M:	3,030
Mean female bonuses	F:	2,436
Median gender pay gap in bonus pay		5.9%
Median male bonuses	M:	1,642
Median female bonuses	F:	1,545