

Gender Pay Reporting 2022-23

Everyman is committed to paying fairly and equally for every role in our business irrespective of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We believe in equality and strive to pay fairly for the jobs people do and the experience they bring to their roles.

We believe that gender pay gap reporting is an important part of our focus and commitment to diversity and inclusion; however, we recognise that the numbers are rolled up, rely on averages, and only reflect a snapshot date. Our commitment to equity, diversity and inclusion is an ongoing commitment and one we take very seriously. We regularly review pay internally and against the external market.

Development at Everyman is essential to us, and we invest in people development. Our development opportunities are available to all without bias impacting any decision making. We are proud of our track record of internal promotion in all areas of the business and particularly proud of the women who help shape our business at all levels.

Last year we spoke about our commitment to reducing our ratio of male to female employees and I am pleased to confirm that we have achieved this over the year. We now have a 48% female to 52% male employee split. We continue to review this regularly, and ensure that we are accessible to all.

This is the first year post furlough that we are able to compare directly to the previous year (previous years have been reported versus FY19). Since FY21-22, the mean gender pay gap in hourly pay has reduced by 1.4%. However, median gender pay gap in hourly pay has increased by 4.0%. In the current reporting year, a higher percentage of women got a bonus in the year than men (16.4% of women vs 15.9% of men). The gender pay gap in bonus pay also now favours women, with the gap reduced from 5.9% in 2022, to -1.4% in the current reporting year.

I confirm that our gender pay statement is accurate and correct per the snapshot date of 5th April 2023.

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:	53%
	F:	47%
Lower middle hourly pay quarter	M:	48%
	F:	52%
Lower hourly pay quarter	M:	53%
	F:	47%

Hourly Pay

Mean gender pay gap for hourly pay		5.0%
Mean male hourly-pay	M:	11.63
Mean female hourly-pay	F:	11.05
Median gender pay gap for hourly pay		4.5%
Median male hourly-pay	M:	11.00
Median female hourly-pay	F:	10.50

Bonus Pay

Proportion of males who got bonus payments	M:	15.9%
Proportion of females who got bonus payments	F:	16.4%
Mean gender pay gap in bonus pay		-5.9%
Mean male bonuses	M:	4,561
Mean female bonuses	F:	4,832
Median gender pay gap in bonus pay		-1.4%
Median male bonuses	M:	2,850
Median female bonuses	F:	2,890