

Gender Pay Reporting 2020-21 (publishing year 2021-2022)

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. In this reporting year, more than any other, this makes it difficult to read the full story. 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.

Turning specifically to this reporting year, we have followed the government guidelines to report as accurately as possible with the backdrop of venue closures and a largely furloughed workforce.

On our snapshot date of 5th April 2021, all our venues were closed due to the COVID-19 pandemic and a significant number of our workforce was furloughed. Of a headcount of 625, only 6666 full pay relevant employees were working or receiving 100% of their usual earnings on this date. As such, the population used for this gender pay gap report is not representative of our overall employee population, nor does the total population employed on this date represent 'normal' pre-COVID levels since the pandemic caused a high rate of attrition.

Particular anomalies relating to this gender pay gap report relate to mean hourly pay gap and bonus pay. The mean hourly pay gap is heavily skewed by the 6666 full pay relevant employees at the snapshot date. These were predominantly senior office staff and board-level employees. Both mean and median hourly pay gaps are higher than we have seen in our previous gender pay gap reporting. This is entirely due to more male full pay relevant employees occupying some of these senior roles. This forms the backdrop to our desire to encourage more women to move into senior roles within our business. Our bonus pay data is driven by one discretionary bonus, paid to a male employee, during the 12 months to 5th April 2021.

I confirm that our gender pay statement is accurate and correct per the snapshot date of 5th April 2021.

Alex Scrimgeour
CEO

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

Hourly pay

Mean gender pay gap in hourly pay (FPREs)		-18.4%
Mean male hourly-pay	M	£20.13
Mean female hourly-pay	F	£16.43
Median gender pay gap in hourly pay (FPREs)		6.2%
Median male hourly-pay	M	£11.73
Median female hourly-pay	F	£12.46

Bonus pay

Proportion of males and females who got bonus payments (Relevant)		-100.0%
Mean male number who received bonus payments	M	0.2%
Mean female number who received bonus payments	F	0.0%
Mean gender pay gap in bonus pay (Relevant)		-100.0%
Mean male bonuses	M	£10.00
Mean female bonuses	F	£-
Median gender pay gap in bonus pay (Relevant)		100.0%
Median male bonuses	M	£-
Median female bonuses	F	£-

Quartiles

Q1 M:F ratio (FPRE)		-12.7%
Avg hourly rate male	M	£43.06
Avg hourly rate female	F	£37.61
Q2 M:F ratio (FPRE)		1.9%
Avg hourly rate male	M	£14.76
Avg hourly rate female	F	£15.04
Q3 M:F ratio (FPRE)		4.9%
Avg hourly rate male	M	£10.72
Avg hourly rate female	F	£11.25
Q4 M:F ratio (FPRE)		26.2%
Avg hourly rate male	M	£6.72
Avg hourly rate female	F	£8.49