

Gender Pay Gap Report 2019



Last year our statistics showed a gender pay gap of 9.48% and this year it is 9.09% - a 4.16% reduction and remaining below the UK average of 17.90%. Whilst this is a great result it isn't a result we have actively chased, as we don't focus on recruiting women but focus on recruiting the right person irrespective of their gender.

We have salary bands in our branches where the starting salary for a new team member is up to £20,000 per annum depending on location. This is for every member of the team irrespective of their age and gender and helps us recruit people to become ambassadors of Beaverbrooks.

At the office we continue to pay for the role and the salary we pay is based on the qualities and experience we need for the role.

We encourage females to return to work after having families by adapting working practices where we can and by rewarding them with a bonus which is one month of their annual salary.

I want people to thrive at Beaverbrooks and giving them a positive work-life balance is important to me. We have featured in The Sunday Times 100 Best Companies for the last 16 years and this year we received some amazing awards – 10th on the list and also being recognised as Best Companies longest-serving Three Star accredited company as we've been awarded for 'extraordinary' levels of workplace engagement for the past 14 years. This is so meaningful as it is based on the feedback from over 92% of our people.

Beaverbrooks has also been recognised as 'Best Place to Work' and 'Community Retailer' at The Retail Week Awards 2019.

Anna Blackburn, Managing Director.



At the heart of our brand for almost 100 years is our relationship with people. Our purpose of enriching people's lives is supported by our key values (passion, integrity, caring, trust and fairness) and our behaviours, set out in a document we call The Beaverbrooks Way. It's a company ethos by which all decisions are made and everyone in the business works within.

Our Results

Our figures are based on 830 relevant employees and Beaverbrooks is fully compliant with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hourly Rate of Pay

Our results show that women receive 9.09% less pay than men which is significantly less than the UK average of 17.91%. We have a structured pay scale and have found no inconsistencies between males and females. Looking at the rate of pay for the lowest 75% of our team, there is a pay gap of less than 1%.

There are two reasons for the gap:

- There are more males in specialist roles which tend to pay higher.
- There are more males than females in the senior management team.

There is low turnover in the senior management team which gives little opportunity for promotion or recruitment. However, in the last five years, there have been six people join this team and four of these were women – bringing the total of women in the senior management team to 10 (43%).



We believe
in treating fairly and
we do not employ
anyone on zero
hours
contracts.

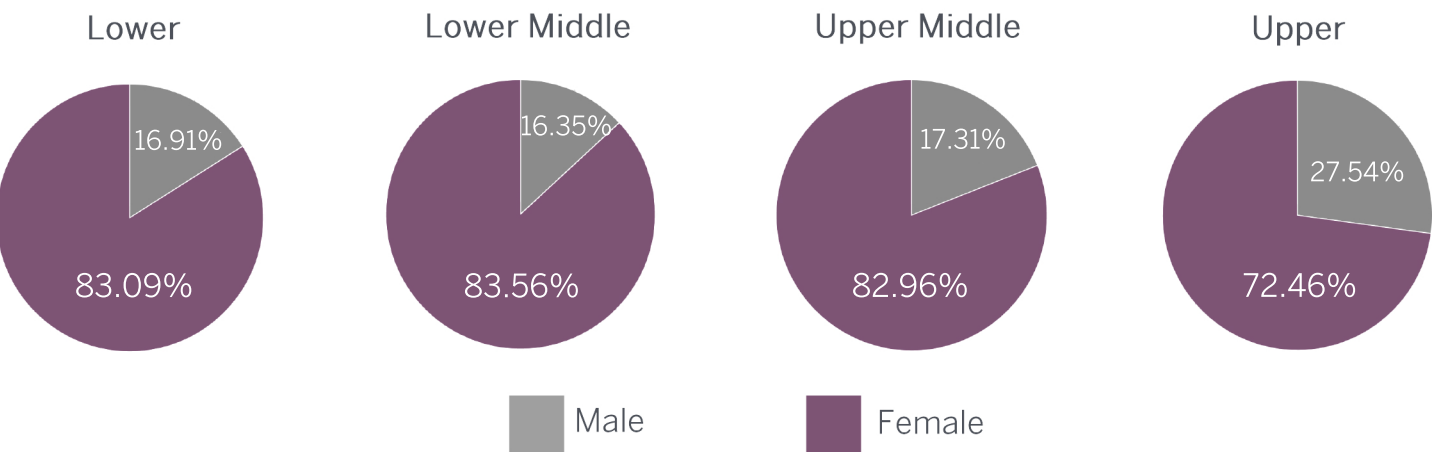


Our Quartiles

There are 830 people included in the quartiles.

There is a high proportion of females in the lower three quartiles, with most being Sale Consultants in our stores. This is because the opportunity to work part-time hours around family life is attractive to females.

The results in quartile four don't come from males and females doing the same role, but from more males in specialist roles which tend to be office-based.



In the last 12 months
76% of all internal
promotions were
women.



We help people have a great work
life balance.



90%
of our part timers are female.

26%
of our Senior Management
team are working mums.



Bonus

Our bonus structure has not changed since last year with everyone's bonus being based on their salary to ensure any bonuses earned are fair.

Senior managers are the exception as they get exactly the same irrespective of their salary.

Our results show that our bonus pay gap is 55.62% which is due to the bonus being calculated as a percentage of someone's salary - 80% of males are full time compared to 56% of females.

If the senior management team were removed from the calculations, the gap would be 10.05%, a reduction from last years result of 16.44%.

If all management were removed from the figures, the gap would be 2.09%, down from 9.42% last year.



We give every member of our team a gift of one week's wages every year.



94.62% of females and 92.59% of males received a bonus.

Full Time Employees

56% of all females are full time



80% of all males are full time

