

# BEAVERBROOKS

## Gender Pay Gap Report 2020

Last year our statistics showed a gender pay gap of 9.09% and this year it is 8.51% - a reduction and remaining under the national average. It is a great result but not one that we have actively chased as we focus on talent and the right person for the role irrespective of gender.

Everyone is treated equally and given the same opportunities and this is never dependant on age or gender. Our team members in the branches start on a set salary of up to £21,000 depending on location and this is from the day they join us – not after a probationary period.

We actively encourage people to return to work after having a family by looking at working patterns to ensure they have a work-life balance that is right for them.



This year has been one of our best as it's been our 100 years birthday and as a special thank you we have given all 950+ colleagues an extra days holiday to take in their birthday month along with £100 (after tax) to spend on their special day,

I believe we are leading the way for charitable giving as this year we achieved the landmark of donating over £13.5million to over 750 charities since the year 2000. We match fund anything our people raise for charity and this year we double match funded – our main goal is to enrich lives and we certainly feel we have achieved that this year.

I am proud that this year we have won 3 awards and most recently became the 9th Best Medium Size Company to Work For and Best Leader at the Best Companies Awards.

Anna Blackburn, Managing Director.



At the heart of our brand for over 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 853 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 8.51% less pay than men which is significantly less than the UK average. 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 1.10%.

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, the last senior manager to join this year is a female who was promoted from the role of branch manager. Females make up 43% of the senior management team and 3 of which are part time.



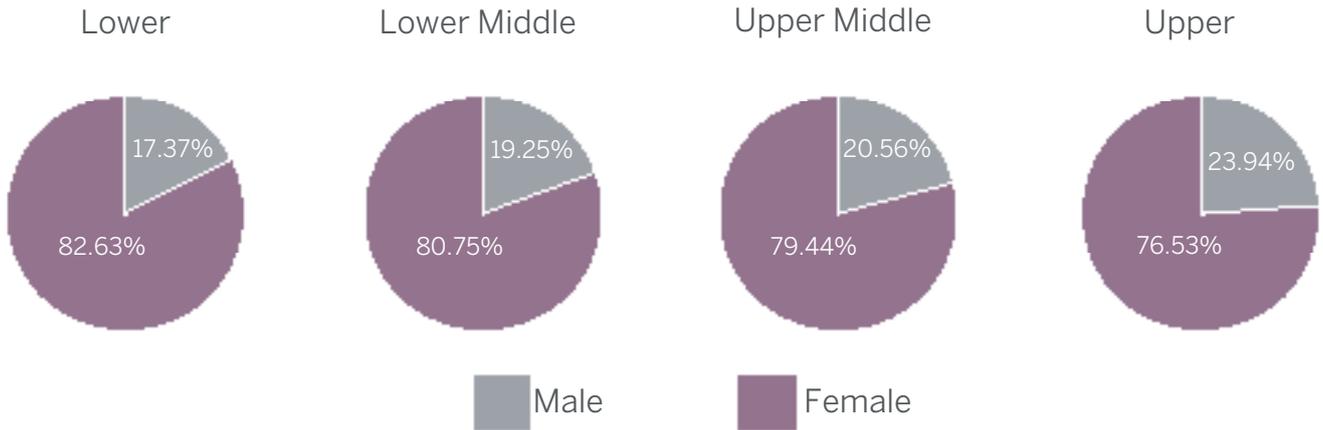
We believe in treating fairly and we do not employ anyone on zero hours contracts.



# Our Quartiles

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

In quartile four the number of females has increased and this has not been something we have focused on but getting the right person for the job is.



In the last 12 months  
80% of all internal  
promotions were  
women.



We help people have a great  
work life balance



**91%**  
of our part timers are female

**31%**  
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 51.15% which is due to the bonus being calculated as a percentage of someone's salary - 76% of males are full time compared to 51% of females.

If all management were removed from the figures, the gap would be 16.75% with females receiving a higher mean bonus.

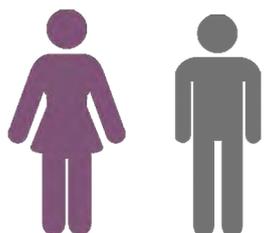


We give every member of our team a gift of one week's wages every year.



91.57% of males and 90.80% of females received a bonus.

## Full Time Employees



51% of all females are full time

76% of all males are full time

