



MEATliquor

April 2018

Gender Pay Gap Report

At MEATliquor, we believe that everyone has the same opportunity to develop in their role, no matter their gender, age, background, belief or nationality.

The table below shows MEATliquor's gender pay gap and gender bonus gap at the snap shot date of 5th April 2017.

A positive figure shows a higher percentage to men, a negative figure shows a higher percentage to women

Gender Pay Gap

	Mean	Median
Hourly Rate	15.5	7.0

Our mean pay gap was worked out by comparing the hourly rates of all male and female full pay relevant employees at MEATliquor. At 15.5%, our mean hourly rate difference is better than the ONS anticipated gender pay gap of 18%.

The median pay gap is the difference between the hourly rate for the man and woman at the middle point of the list. Our median difference is 7%.

Quartiles

Pay Quartiles	Men	Women
Lower	51.7%	48.3%
Lower middle	51.7%	48.3%
Upper middle	65%	35%
Upper	72.9%	27.1%

The above is based on a list of team members by payment, then split into four equal groups (quartiles). We then looked at the gender of each quartile.

There is a good balance of men and women in the lower and lower middle quartiles. However, we are striving to increase our number of female employees in the upper quartile by offering flexible working and ensuring that the development of women is high priority for the business over the coming years.

Bonus Pay

	Mean	Median
Bonus Pay	8.9%	51.1%

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Male employees who received bonuses on average received 8.9% more than women who received bonuses.

This was due to more male employees being in senior roles being who were paid more. However, 17.5% of men and 12.7% of women received bonus payment.

	Men	Women
% Receiving bonus pay	17.5%	12.7%

I can confirm that the data reported is accurate.

Scott Collins – Managing Director

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