

HEADMASTERS SALONS LTD

APRIL 2018

GENDER PAY GAP STATEMENT

Headmasters Salons Ltd is committed to ensuring that all employees are paid fairly for the work that they do. We are also committed to ensuring that the gender pay gap is minimised so far as possible.

As part of that commitment, we have prepared this statement and accompany information in order to comply with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016.

All employees are paid the same hourly or daily rate regardless of gender. All stylist are paid commission based on higher of daily guarantee and commission calculated as :

30% on all takings up to £1,400 then 40% up to £1,900 and 50% on anything over £1,900.

Bonuses are paid on hitting target takings and retail sales targets. Again these target bonuses are based on takings and are not gender specific. So whether a male or female, they have the identical earning potential based on takings.

In collating this information, we can confirm that we have a gender gap as demonstrated below.

The gender gap is as a direct result of male stylist being high takers compared to female stylists. Only 16% of the total employees are male so the gap is distorted.

1. The difference between the mean hourly rate of pay of full pay relevant male employees and that of full pay relevant female employees

Gender pay gap (%)
8.5% (9.4% in 2017)

2. The difference between the median hourly rate of pay of full pay relevant male employees and that of full pay relevant female employees

Gender pay gap (%)
11.9% (12.7% in 2017)

3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees

Gender pay gap (%)
21.9% (22.3% in 2017)

4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees

Gender pay gap (%)
24% (25% in 2017)

5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12 month period.

	(%)
Full pay relevant male employees	61.1% (62.6% in 2017)
Full pay relevant female employees	58.8% (58.5% in 2017)

6. The proportions of relevant male and female employees in four notional quartile pay bands

Quartile	Men (%)	Women (%)
Upper (75-100%)	23%	77%
Upper middle (50-75%)	15%	85%
Lower middle (25-50%)	16%	84%
Lower (1-25%)	11%	89%