

HEADMASTERS SALONS LIMITED

GENDER PAY GAP INFORMATION

5TH APRIL 2020

We are committed to ensuring that all employees are paid fairly for the work that they do.

As part of that commitment and our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have prepared the following information:

The difference using hourly pay:		
Mean (average)		N/A
Median (midpoint)		N/A
The difference using bonus pay:		
Mean (average)		35%
Median (midpoint)		30%
% of Men & Women receiving bonus pay:		
Men		82%
Women		61%
Proportion of employees by quartile:		
	Men	Women
Lower quartile	N/A	N/A
Lower middle quartile	N/A	N/A
Upper middle quartile	N/A	N/A
Upper quartile	N/A	N/A

Several calculations are not applicable this year. As a result of the pandemic, all salons were closed and staff were furloughed on the snapshot day of 5th April 2020. As a result, there were no 'full-pay relevant staff' on that date.

Daily rates, bonus and commission schemes are standard for all employees, irrelevant of gender.

I confirm that the gender pay gap calculations are accurate to the best of my knowledge.

Jo Rhodes

Financial Controller