

HEADMASTERS SALONS LIMITED

GENDER PAY GAP INFORMATION

5TH APRIL 2023

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)		25%
Median (midpoint)		33%
The difference using bonus pay:		
Mean (average)		59%
Median (midpoint)		63%
% of Men & Women receiving bonus pay:		
Men		78%
Women		76%
Proportion of employees by quartile:		
	Men	Women
Lower quartile	5%	95%
Lower middle quartile	4%	96%
Upper middle quartile	7%	93%
Upper quartile	20%	80%

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 Wickenden

Chief Financial Officer