

# 2017 Gender Pay Gap Report

Ede and Ravenscroft Ltd supply ceremonial robes for all occasions, dress the judiciary and ensure that graduates from all over the world look their best at graduation ceremonies. We also provide men's tailoring and womenswear that is fashionably stylish whilst remaining elegantly enduring.

This Gender Pay Report is based on data as at 05 April 2017.

Gender Pay Gap	
Mean	Median
19.6%	9.89%



Gender Bonus Gap	
Mean	Median
-5.89%	3.99%

The tables above show the differences between average earnings and average bonuses paid to men and women within the organisation.

Our overall mean and median gender pay gap is calculated using hourly rates of pay. This shows that an average woman within the organisation earns about 80% of what an average man within the organisation earns. Our mean Gender Pay Gap is broadly in line with the UK national average of 18% (source: ONS as at April 2017). We are confident that men and women are paid equally for doing equivalent jobs across the business; however we have more males in roles in the upper quartile pay band, hence the pay gap.

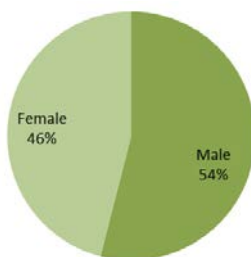
Our mean and median difference between bonuses paid to men and women between 06 April 2016 and 05 April 2017 is shown in the table above right. This shows that on average women eligible for bonus payments earn about 6% more than men who are eligible for bonus payments.

## Proportion of Men and Women in each quartile pay band

		Quartile Split			
		Female	Male	Total Employees/Workers	Mean Gender Pay Gap
<b>Q1</b>	Lower	54%	46%	94	-0.39%
<b>Q2</b>	Lower middle	62%	38%	94	0.06%
<b>Q3</b>	Upper middle	65%	35%	95	-1.51%
<b>Q4</b>	Upper	35%	65%	94	9.84%

The table above shows the gender distribution across four equally sized quartiles (permanent employees and casual ceremony workers being paid for work performed in the payroll month at the point of data capture). This shows that in quartiles 1, 2 and 3, the average rate of pay for our female job holders is either the same as or slightly higher than the males, and we employ more females than males in these three job bands. However in quartile 4 (those in senior positions within the organisation), we have two thirds male and one third female – this explains the higher mean gender pay gap.

## Proportion of eligible Men and Women receiving bonus payments for 2016/2017:



This shows more males than females are in roles eligible for a bonus. The average bonus being earned by eligible women is higher than that of eligible men due to more women holding unique and specialist artisanal roles than men – this explains the gender bonus gap of -5.89%.

We are confident however, that men and women in roles that are eligible for bonus payments have an equal opportunity to earn these.

I confirm the data reported is accurate effective the snapshot date 5<sup>th</sup> April 2017

Emma Middleton  
Operations Director