

2019 Gender Pay Gap Report

Ede and Ravenscroft Ltd supplies men's and women's tailoring, ceremonial robes and ensures that graduates from all over the world look their best at graduation ceremonies.

This Gender Pay Report is based on data as at 05 April 2019.

Gender Pay Gap	
Mean	Median
18.10%	14.23%



Gender Bonus Gap	
Mean	Median
13.24%	26.70%

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 82% of what an average man within the organisation earns. Our mean Gender Pay Gap mirrors the UK national average of c.17% (source: ONS) and has decreased since our initial 2017 report. 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.

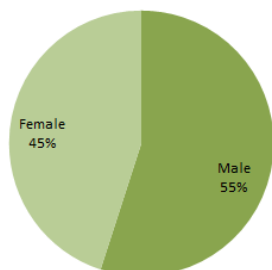
Our mean and median difference between bonuses paid to men and women between 06 April 2018 and 05 April 2019 is shown in the table above right. Changes in the gender split of those eligible for a bonus together with operational changes in where bonuses are applied have resulted in a gap of 13.24%. We expect the gap to be more reflective of previous figures going forward.

Proportion of Men and Women in each quartile pay band

		Quartile Split			
		Female	Male	Total Employees/Workers	Mean Gender Pay Gap
Q1	Lower	56%	44%	79	-0.21%
Q2	Lower middle	58%	42%	77	2.84%
Q3	Upper middle	59%	41%	78	-2.34%
Q4	Upper	34%	66%	76	7.54%

The table above shows the gender distribution across four equally sized quartiles (permanent employees and casual workers being paid for work performed in the payroll month at the point of data capture). Similarly to previous years, 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 that of males, and that we employ more females than males in these three job bands. In quartile 4, (those in senior positions within the organisation), we have approximately two thirds male and one third female – this explains the higher mean gender pay gap, which has reduced further this year from 9.42% to 7.54%.

Proportion of eligible Men and Women receiving bonus payments for 2018/2019:



For the first time more men than females were in roles eligible for bonus. We remain confident 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 5th April 2019

Emma Middleton
Operations Director