

Interpub Limited /Beds and Bars Group (UK only)

Tax year 2017/2018 Gender Pay Gap Data

Sector : Hostel and Bar

Gender Pay Gap

All Pays have been converted into Hourly Rate based on 40 Hrs for the FTE.

Male's Hourly Rate (Mean)	(43%)	<ul style="list-style-type: none"> ◊-Overall the hourly rate for male employees is 42.5% higher than females (£12.69 vs £8.90) ◊-This is mainly due to all male Directors at an average hourly rate of £102.48 ◊-Excluding directors, this drops to negative (24)% (£10.03 vs £8.90) ◊-Excluding HO HODs, this drops to negative (17)% (£10.12 vs £8.65) ◊-Excluding site GMs, this drops to negative (13.5)% (£9.67 vs £8.52)
Male's Hourly Rate (Median)	(7%)	<ul style="list-style-type: none"> ◊-Median is the middle number when the data is arranged in ascending or descening order in each sex category. ◊-Median for male is is £8 per hr ◊-Median for female is £7.5 per hr ◊-Reason for higher median for male is due to senior management predominantly male.

Pay Quartiles

How many Male and female are in each quartile of employer's payroll

	Female	Male	
Top Quartile	25%	75%	Male number of employees are higher in the top quarter of the employees when it is arranged by the pay rate. This suggests that most of the senior management is male employees.
Upper Middle Quartile	42%	58%	
Lower Middle Quartile	65%	35%	Female number of employees are higher in the "lower middle quarter" of the employees when it is arranged by the pay rate. This suggests that most of the lower middle catogery (front line staff) are female employees.
Lower Quartile	53%	47%	

Bonus Pay

Male's Bonus Pay (Mean)		10,214	The average (Mean) bonus paid to male employees.
Female's Bonus Pay (Mean)		5,250	The average (Mean) bonus paid to female employees.
Gender Pay Gap Bonus		(95%)	<ul style="list-style-type: none"> ◊-The bonus paid to male employees is (95)% higher than that of females (£10.2K vs £5.25K). This is affected by all male directors (Board plus Ops Exec) ◊-Excluding Directors, this reduces to (31)% (£6.9K vs £5.25K) ◊-Excluding HO Ops Exec, this drops to negative (23)% (£4.6K vs £3.7K)
Male's Bonus Pay (Median)		3,750	◊-Median is the middle number (of bonus paid out) when the data is arranged in ascending or descening order in each sex category.
Female's Bonus Pay (Median)		2,250	
Gender Pay Gap Bonus		(67%)	This variation is due to the Directors and Ops exec team is more male employees hence why bonus pay out is a bigger number.
% of male who received bonus		14%	% of male employees received bonus
% of female who received bonus		7%	% of female employees received bonus