

Interpub Limited

Tax year 2018/2019 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)	(30%)	<ul style="list-style-type: none"> ◊-Overall the hourly rate for male employees is 30% higher than females (£12.42 vs £9.53) ◊-This is mainly due to all male Directors at an average hourly rate of £87.32 ◊-Excluding directors, this drops to negative (12)% (£10.63 vs £9.53)
Male's Hourly Rate (Median)	(3%)	<ul style="list-style-type: none"> ◊-Median is the middle number when the data is arranged in ascending or descending order in each sex category. ◊-Median for male is £8.25 per hr ◊-Median for female is £8.00 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	32%	68%
Upper Middle Quartile	46%	54%
Lower Middle Quartile	48%	52%
Lower Quartile	48%	52%

Bonus Pay

Male's Bonus Pay (Mean)	17,491	The bonus paid to male employees is 347% higher than that of females (£17.5K vs £5). Again this is heavily affected by all male directors Excluding Directors, this reduces to 173% (£8.7K vs £5.0K)
female's Bonus Pay (Mean)	5,039	
Gender Pay Gap Bonus	(347%)	
Male's Bonus Pay (Median)	5,000	
female's Bonus Pay (Median)	2,500	
Gender Pay Gap Bonus	(200%)	
% of male who received bonus	12%	
% of female who received bonus	11%	

Average of Normal Rate TP Category	Sex		Grand Total	Description
	F	M		
Director	£33.65	£87.32	£76.59	Board of Directors
Front Line Staff	£8.15	£8.28	£8.22	Site Team Members
GM	£18.03	£19.37	£19.07	Site GM's
HO Management	£20.01	£24.66	£23.44	HO HODs'
HO Team Member	£11.99	£14.81	£13.07	HO Team Members
Site Management	£14.66	£12.32	£12.87	Site Supervisor and above Excl GMs'
Grand Total	£9.53	£12.42	£11.15	