

Interpub Limited

Tax year 2019-20 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 (£13.04 vs £10.03) ◊-This is mainly due to all male Directors at an average hourly rate of £87.56 ◊-Excluding directors, this drops to (17.8)% (£11.37 vs £9.65)
Male's Hourly Rate (Median)	(4%)	<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 is £8.83 per hr ◊-Median for female is £8.50 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	30%	70%
Upper Middle Quartile	41%	59%
Lower Middle Quartile	41%	59%
Lower Quartile	67%	33%

Bonus Pay

Male's Bonus Pay (Mean)		5,929	The bonus paid to male employees is 463% higher than that of females (£397K vs £57K). Again this is heavily affected by all male directors Excluding Directors, this reduces to 112% (£145K vs £57K)
female's Bonus Pay (Mean)		1,054	

Gender Pay Gap Bonus		(463%)	
Male's Bonus Pay (Median)		100	
female's Bonus Pay (Median)		228	
Gender Pay Gap Bonus		56%	
% of male who received bonus		37%	
% of female who received bonus		36%	

Average of Normal Rate TP Category	Sex		Grand Total	Description
	F	M		
Director	£37.98	£87.56	£125.54	Board of Directors
Front Line Staff	£8.49	£8.93	£17.42	Site Team Members
GM	£16.11	£22.02	£38.13	Site GM's
HO Management	£17.08	£23.85	£40.93	HO HODs'
HO Team Member	£11.74	£13.42	£25.16	HO Team Members
Site Management	£11.24	£11.67	£22.91	Site Supervisor and above Excl GMs'
Grand Total	£10.03	£13.05	£23.08	

Mean Variation from F to M (30)%