

J D Wetherspoon plc

Gender Pay Gap Report 2017

J D Wetherspoon equality statement

J D Wetherspoon is committed to equality of opportunity. We want to create and promote a diverse and inclusive working environment and eliminate any direct or indirect discrimination, harassment or victimisation of our employees, job applicants, customers and contractors. We strive to maintain a working environment, terms and conditions of employment and personnel and management practices which ensure that no individual receives less favourable treatment on the grounds of his/her age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy or maternity.

What is the gender pay gap?

The gender pay gap is a measure of the difference in the average pay of men and women – regardless of the job which they do – across the entire company.

How are the median and mean gaps calculated?

We have used the calculations which are set out in the gender pay gap reporting regulations. We have used data from over 36,000 employees, in a variety of roles, in our pubs and at head office.

The results 2017

Over 36,000 employees were deemed to be in relevant employment on the snapshot date of 5 April 2017, working in pubs, hotels and at our head office, within Great Britain and Northern Ireland. Employees in the Republic of Ireland were not included.

% male/female employees	49 / 51
Median gender pay gap %	2.53
Mean gender pay gap %	5.23
Median bonus pay gap %	26.47
Mean bonus pay gap %	33.12
% male/female receiving a bonus	87 / 87
Upper quartile male/female %	55 / 45
Upper-middle quartile male/female %	54 / 46
Lower-middle quartile male/female %	40 / 60
Lower quartile male/female %	45 / 55

Understanding the results

The gender pay gap results above are based on all positions across the company.

There is a higher proportion of men employed as pub managers, kitchen managers and in senior positions at head office, where average pay is higher – and this is reflected in the quartile distribution.

The mean gender pay gap of 5.23% compares with the UK mean pay gap of 17.4%¹.
The median gender pay gap of 2.53% compares with the UK median pay gap of 18.4%².

The regulations require that the bonus gap calculations be based on the actual bonus earned, without taking into account any prorating bonus for part-time working, whereas the pay gap calculations do take account of the actual hours worked.

Female employees, on average, work fewer hours each week than do male employees – and there are slightly more male employees in higher-paid roles, as noted above.

On a per-hour basis, which is the calculation made to determine the mean and median pay gap, the mean and median bonus pay gap is 13.51% and 3.85%, respectively.

All employees in a pub (irrespective of job role or length of service) are eligible for a bonus if any of the pub's targets are achieved. Of all employees, 87% received a bonus, with 96% of all bonus payments, made in the financial year ending July 2017, paid to employees below board level.

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2017 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

John Hutson
Chief Executive

29 March 2018

¹ Office of National Statistics: Annual Survey Hours & Earnings (ASHE) 2017 – All employees

² Office of National Statistics: Annual Survey Hours & Earnings (ASHE) 2017 – All employees

J D Wetherspoon plc

Wetherspoon House, Central Park
Reeds Crescent, Watford, WD24 4QL

01923 477777
jdwetherspoon.com