

J D Wetherspoon plc

Gender Pay Gap Report 2019



What is the gender pay gap?

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

How are the median and mean gaps calculated?

We have used those calculations set out in the gender pay gap reporting regulations. We have used data from over 41,000 employees, in a variety of roles, in our pubs, hotels and at head office.

The results 2019

Over 41,000 employees were deemed to be in relevant employment on the snapshot date of 5 April 2019, working in our pubs, hotels and at head office, within Great Britain and Northern Ireland. (Employees in the Republic of Ireland were not included.)

	2019	2018	2017
Male/female employees (%)	48/52	49/51	49/51
Median gender pay gap (%)	0.23	1.21	2.53
Mean gender pay gap (%)	4.17	4.45	5.23
Median bonus pay gap (%)	29.47	27.48	27.68*
Mean bonus pay gap (%)	38.12	41.39	39.71*
Male/female receiving a bonus (%)	90/91	89/90	87/87
Upper quartile male/female (%)	48/52	55/45	55/45
Upper-middle quartile male/female (%)	52/48	50/50	54/46
Lower-middle quartile male/female (%)	48/52	43/57	40/60
Lower quartile male/female (%)	42/58	46/54	45/55

*Figures for 2017 amended to include a missed bonus payment for 51 employees.

Understanding the results

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

Regulations require that the median and mean bonus gap results be calculated on the value of any bonus earned, taking no account of hours worked. On average, female employees work fewer hours. On a ‘per hour’ calculation, which is the method of calculating the median and mean pay, the median and mean bonus gap is 3.1% and 16.4%, respectively.

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

All employees, irrespective of job role or length of service, are eligible for a bonus. In the financial year ending July 2019, 91% of all employees received a bonus – and 98% of all bonus payments were made below board level (2018: 88% and 97%).

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2019 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

John Hutson | Chief Executive
27 March 2020