



# Gender Pay Gap Report 2020

Oldrids & Downtown

PART OF THE OLDRID GROUP EST. 1804

# Oldrids & Downtown is an equal opportunity employer

We are committed to ensuring equality of opportunity, fairness of treatment, and work-life balance for all of our employees, and to offering an inclusive working environment in which our employees are able to make the best use of their skills and maximise their potential, free from discrimination. This is of crucial importance to our business. Entry into, and progression within, our Company is determined by the individual's ability to do the job – it's as simple as that.

Across our business we nevertheless employ significantly more women than men. This is not because we favour employing women over men. Rather, it is a reflection of the retail sector as a whole, where men are typically under-represented compared to women.

The gender pay gap shows the difference between the average earnings of women and the average earnings of men. It is expressed as a percentage of men's earnings. For example, a gender pay gap of 15% means that, on average, the women earn 15% less than the men. A negative percentage means that, on average, the women earn more than the men.

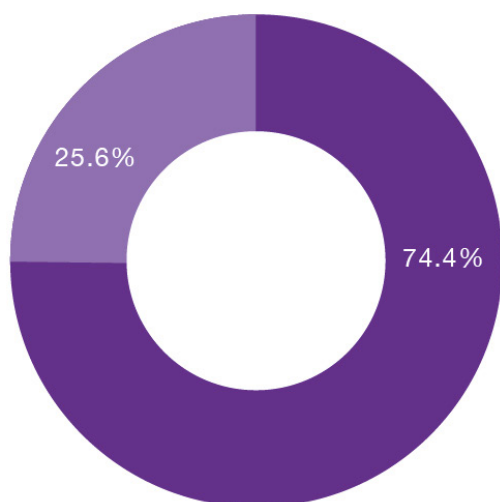
It is important to understand that the gender pay gap differs from equal pay. Equal pay is about men and women receiving the same pay and conditions for doing equal work.

In contrast, the gender pay gap shows the difference between the **average** earnings of men across all job roles in an organisation and the **average** earnings of women across all job roles in that same organisation.

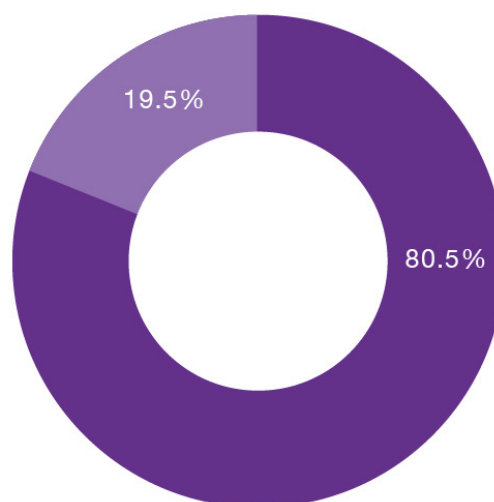
At Oldrids & Downtown we are confident that our gender pay gap has not arisen as a consequence of men and women who were doing the same job being paid differently. Rather, it was because of the structure of our workforce.

## If equal pay is about pay, then the gender pay gap is about representation

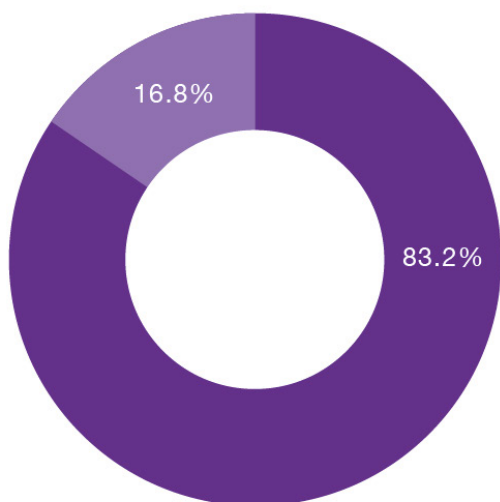
Dividing our workforce as at 5 April 2020 into four, equally-sized pay quartiles, the proportion of men and women in each of these quartiles was as follows:



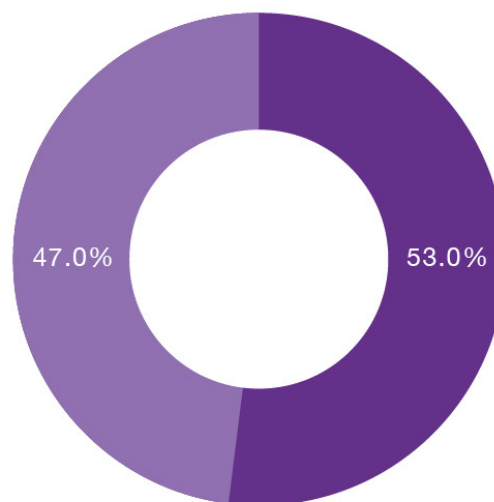
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

● Female    ● Male

These figures clearly demonstrate that women were not under-represented at any level of our organisation.

### Explaining the Pay Quartiles

The hourly pay quarters were established by putting the 136 “full pay relevant employees” in order from the lowest-paid to the highest-paid and then dividing this list into four equal parts with an equal number of employees in each part. From the lowest to the highest, the quarters are called:

- The lower hourly pay quarter
- The lower middle hourly pay quarter
- The upper middle hourly pay quarter
- The upper hourly pay quarter



#### Internal Promotions to Management Positions

83% - female • 17% - male

In addition, of 29 employees promoted internally to management positions during the four trading years ending in January 2020, 24 (or 83%) were women. This is greater than the percentage of women across our entire workforce, which was 72% as at the snapshot date of 5 April 2020.

It is noteworthy that a number of these internal promotions were to part-time management positions, which exemplifies our longstanding support for flexible working to boost the retention, development and progression of female talent within our business.

Our mean gender pay gap as at 5 April 2020 was 18.2%. As the analysis above makes clear, this was not because of a lack of female representation at senior levels. Rather, it was because men were under-represented in our lowest-paid roles, which is very typical of the retail sector.

# Why then, does Oldrids & Downtown have a gender pay gap at all?

	<b>Oldrids &amp; Downtown 2020</b>	Oldrids & Downtown 2018	Retail Sector*	UK*
<b>MEAN</b>	<b>18.2%</b>	19.4%	16.2%	14.6%
<b>MEDIAN</b>	<b>1.1%</b>	0.7%	7.1%	15.5%

\*Based on estimates from the Office for National Statistics Annual Survey of Hours and Earnings 2020

Our median gender pay gap as at 5 April 2020 was 1.1%. Had we employed more men in lower-paid roles, it is likely that our median gender pay gap would have been 0%.

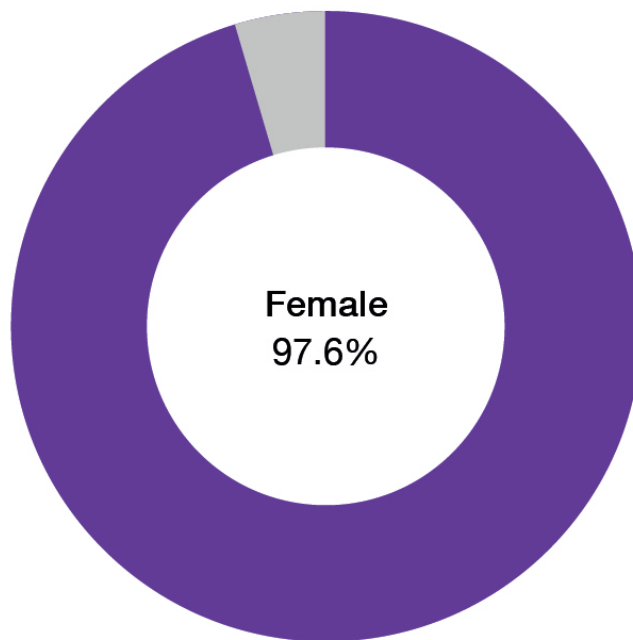
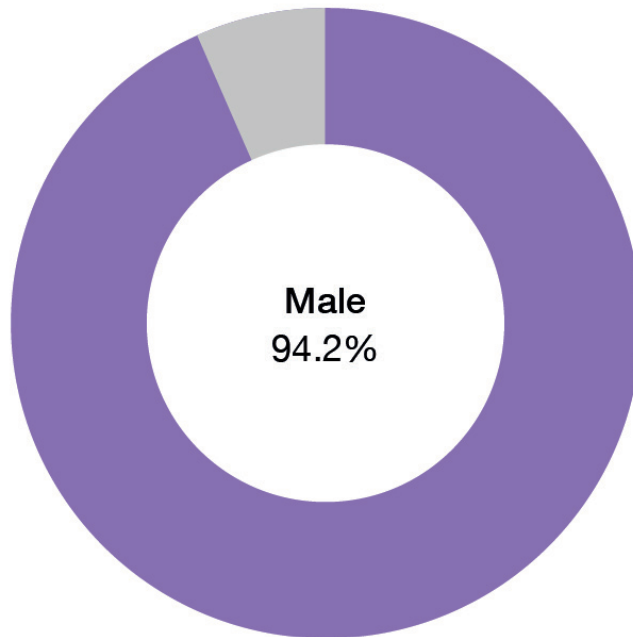
## Explaining the Mean & the Median

A mean average is worked out by dividing the sum of all of the values by the total number of values.

A median average is worked out by listing all of the values in numerical order. If there is an odd number of values, the median average is the middle number in the list. If there is an even number of values, the median is the middle two values in the list added together and divided by two.

In addition to looking at hourly rates of pay, we have scrutinised the bonus payments made to our employees during the twelve months ending on 5 April 2020.

## Bonuses based on service, not gender



● Females who received a bonus ● Males who received a bonus

94.2% of our male employees as at 5 April 2020 have been classed as receiving a bonus payment during the preceding twelve months. The proportion of our female employees as at 5 April 2020 who have been classed as receiving a bonus payment during the same twelve-month period is slightly higher, at 97.6%.

## Bonuses based on service, not gender

	MEAN	MEDIAN
<b>Bonus Gender Pay Gap</b>	<b>-94.1%</b>	<b>0%</b>

Our mean bonus gender pay gap as at 5 April 2020 was -94.1%. This indicates that during the preceding year our female employees received, on average, almost twice as much in bonus payments as our male employees.

Our median bonus gender pay gap as at 5 April 2020 was 0%.

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*The data shown in this report is accurate as of 5 April 2020. For further details of the calculations used, please see:*

*[www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations](http://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations)*

The gender pay gap information for Oldrids & Downtown can also be found on the Government website at:

*<https://gender-pay-gap.service.gov.uk/Viewing/search-results>*

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I hereby confirm that the data contained within this report is accurate.



Richard Broadhead  
Managing Director