



# GENDER PAY GAP REPORTING

Gender pay gap reporting requirements have been introduced under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Companies with over 250 employees are required to publish their gender pay gap annually from April 2017.

This report covers our results for the year ended 5<sup>th</sup> April 2018.

## THE GENDER PAY GAP

*Shows the difference between the average earnings of all men and all women in the organisation. This is expressed as a percentage of men's earnings.*

### 1. GENDER PAY & BONUS GAP – MEAN AND MEDIAN AVERAGES

The below table shows the overall mean and median gender pay and bonus gap based on hourly rates of pay as at the snapshot date 5<sup>th</sup> April 2018.

<i>DIFFERENCE BETWEEN MEN &amp; WOMEN</i>		
	Mean	Median
Hourly Fixed Pay	23.2%	3.8%
Bonus Pay	51.6%	25.5%

At Playnation we are committed to treating our people equally and ensuring that everyone, no matter what their background, race, ethnicity or gender, has an opportunity to develop. This is really important to us. We are confident that our gender pay gap is not caused by men and women being paid differently to do the same job but is driven instead by the structure of our workforce and the times / shifts they are available to work.

### 2. PROPORTION OF MEN & WOMEN RECEIVING BONUSES

There is a 1.2% difference in the proportion of men and women who received a yearly bonus in 2018, compared to 2% in 2017.



**Men**  
**7.7%**  
*Received a bonus*



**Women**  
**6.5%**  
*Received a bonus*

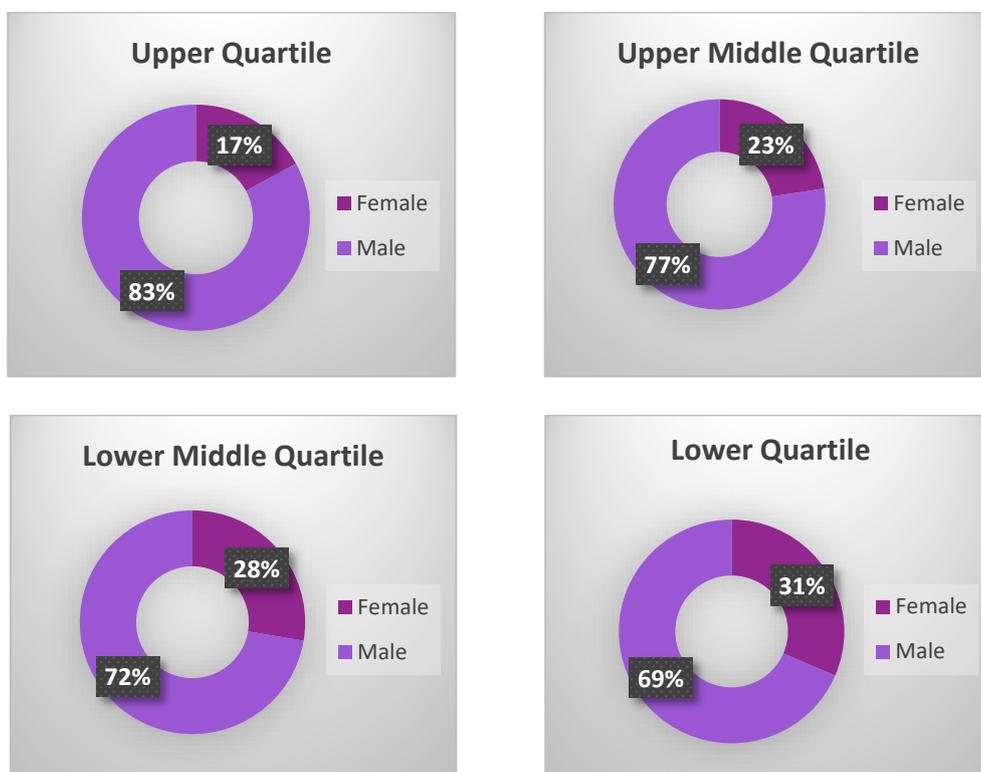
# Playnation Ltd

Actual bonus payments are made in the 12 months prior to the 5th April 2018, as specified by the UK regulations. The bonus calculations are based on the company's financial performance and the different roles within the business.

Colleagues are generally eligible to receive a bonus or incentive. Venue operations may receive incentives based on site performance.

### 3. PROPORTION OF MEN & WOMEN IN EACH QUARTILE

The below demonstrates the gender distribution at Playnation Ltd over four quartiles, two of 123 employees and two of 124 number employees.



The pay quartiles show that we have a larger weighting of male employees in all quartiles. At the snapshot date, females form 25% of the overall workforce.

Analysis of our data shows that this pay gap does not arise from males and females doing the same job or who are at the same level of management being paid differently. The gap in average pay and average bonus pay is due to the fact that we have fewer females in our most senior management grades.

## FURTHER INFORMATION

Playnation Ltd gender pay gap has been published in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Having greater awareness of the Gender Pay Gap has enabled us to take a holistic view of our company, and we will use the results to support initiatives to reduce it over the coming years.

Due to the structural changes required to address many of the causes of the gender pay gap, the effects of these initiatives may take many years to be fully realised. We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our diverse talent by supporting flexible working practices, encouraging more female

How we are going to address and close our gender pay gap:

- Review our Flexible Working Policy, ensuring we are maximising the most flexible options, including consideration of senior positions on a part-time or flexible basis.
- Review our Recruitment process – address any gaps regarding how our positions are advertised and recruited for in order to maximise the attraction of female talent and then measure and monitor our recruitment proportions of men and women on an on-going basis.
- Monitor the number of men and women who apply for jobs or promotions and the number of men and women who are successful.
- Undertake regular job evaluations to objectively assess the demands of each job.
- Within our Employee Opinion Survey, capture the right questions in order to monitor and address any cultural concerns regarding equality, discrimination and inclusion.
- Review Manager knowledge and capability and ensure guidance and training, as appropriate.