

Courtesy Shoes

— LIMITED —

Gender Pay Gap

Introduction

Courtesy Shoes Ltd t/a Wynsors World of Shoes employs around 420 people. They are employed across our 48 retail locations, in our warehousing operation, and within our Head Office. The approximate numbers in each area are:

Retail	350
Warehouse	40
Head Office	30

Wynsors operates a consistent pay structure across the retail locations and warehousing operation, with Head Office roles varying in accordance with responsibility.

Gender Pay Gap Statistics

The following data as at 5th April 2023 was submitted to Government in 2024;

Hourly Pay Gap – Mean	23.3%
Hourly Pay Gap – Median	3.9%

Bonus Pay Gap – Mean	41.4%
Bonus Pay Gap – Median	45.7%

Proportion of Males and Females receiving a Bonus;

Males	26.7%
Females	17.1%

Proportion of Males and Females in each quartile pay band;

	Proportion of Males	Proportion of Females
Lower Quartile	19.0%	81.0%
Lower Middle Quartile	11.3%	88.7%
Upper Middle Quartile	13.2%	86.8%
Upper Quartile	40.0%	60.0%

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE



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