

Gender Pay Gap

Introduction

Courtesy Shoes Ltd t/a Wynsors World of Shoes employs around 390 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	315
Warehouse	45
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 2022 was submitted to Government in 2023;

Hourly Pay Gap – Mean	18.8%
Hourly Pay Gap – Median	4.2%

Bonus Pay Gap – Mean	21.5%
Bonus Pay Gap – Median	31.0%

Proportion of Males and Females receiving a Bonus;

Males	22.1%
Females	13.5%

Proportion of Males and Females in each quartile pay band;

	Proportion of Males	Proportion of Females
Lower Quartile	21.6%	78.3%
Lower Middle Quartile	12.2%	87.8%
Upper Middle Quartile	15.3%	84.7%
Upper Quartile	39.2%	60.8%

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE



MARK BUTTERWORTH – DIRECTOR