

Gender Pay Gap

Introduction

Courtesy Shoes Ltd t/a Wynsors World of Shoes employs around 550 people. They are employed across our 45 retail locations, in our warehousing operation, and within our Head Office. The approximate numbers in each area are:

Retail	455
Warehouse	50
Head Office	45

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 2018 was submitted to Government in 2019;

Hourly Pay Gap – Mean	25.9%
Hourly Pay Gap – Median	5.3%

Bonus Pay Gap – Mean	-16.58%
Bonus Pay Gap – Median	-30.28%

Proportion of Males and Females receiving a Bonus;

Males	13.49%
Females	8.97%

Proportion of Males and Females in each quartile pay band;

	Proportion of Males	Proportion of Females
Lower Quartile	27.1%	72.9%
Lower Middle Quartile	6.1%	93.9%
Upper Middle Quartile	17.7%	82.3%
Upper Quartile	43.4%	56.6%

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE



MARK CHALMERS – FINANCE DIRECTOR