

## **Gender Pay Gap**

### **Introduction**

Courtesy Shoes Ltd t/a Wynsors World of Shoes employs around 495 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	405
Warehouse	50
Head Office	40

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 5<sup>th</sup> April 2020 was submitted to Government in 2021;

Hourly Pay Gap – Mean	33.9%
Hourly Pay Gap – Median	20.4%

Bonus Pay Gap – Mean	-3.7%
Bonus Pay Gap – Median	-6.2%

Proportion of Males and Females receiving a Bonus;

Males	19.0%
Females	12.5%

Proportion of Males and Females in each quartile pay band;

	Proportion of Males	Proportion of Females
Lower Quartile	24.4%	75.6%
Lower Middle Quartile	6.5%	93.5%
Upper Middle Quartile	13.7%	86.3%
Upper Quartile	51.2%	48.8%

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE



MARK BUTTERWORTH – DIRECTOR