



Gender Pay Gap Reporting 2023-24

Background to Gender Pay Gap Reporting

Gender Pay Gap reporting was introduced in 2017 for all UK companies employing more than 250 people.

With the opening of the Salisbury department store in October 2023, Bradbeers now employs nearly 300 people across the company and so will report annually on its Gender Pay Gap.

As a company Bradbeers has many business units including department stores, furniture stores, removals, furniture rentals and commercial as well as buying, finance, warehouse and delivery teams.

Gender Pay Gap reporting is based on a snapshot date. For Bradbeers this will be the 5th April each year. The first report is based on 5th April 2024. At that date, 69% of the workforce was female.

The Gender Pay Gap compares the pay of males and females across the business, irrespective of role, business unit or seniority.

It is not a measure of pay equality, i.e. a male and female doing the same role.

The Company is required to display the results of the Gender Pay Gap reporting on its website as well as filing a return at the Government's Gender Pay reporting website. You will find this report in the "Useful Links".



The calculations

The Gender Pay Gap is based on an hourly rate comparison for all employees, irrespective of role, business unit or seniority. The hourly rate includes normal pay, allowances and bonuses paid in April 24 but doesn't include overtime, annual leave, sick leave, maternity leave or paternity leave.

The Bonus Pay Gap is based on bonuses paid in the 12 months to April 24 including sales commissions, profit related bonuses or other incentives paid.

Gender Pay Gap reporting requires that the company reports on the mean (average) and the median basis for both Gender Pay and Bonus Pay.

The company is also required to report on the % of males and females in each quartile. This is calculated by sorting employees by hourly rate, splitting employees into 4 equal groups and then working out the % of males and females in each quartile.

The logo for Bradbeers, featuring the word "Bradbeers" in a blue, cursive, handwritten-style font.

The results

Gender Pay Gap - Results for 2023-24

Hourly Rate Gap	
	2023/24
Median Pay Gap	8.24%
Mean Pay Gap	14.98%

Proportion of Males and Females in each Pay Quartile		
	Male	Female
Upper Quartile	55%	45%
Upper Middle	28%	72%
Lower Middle	14%	86%
Lower Quartile	32%	68%

Bonus Pay Gap		
	Male	Female
Proportion of team receiving a bonus	43.0%	18.8%
Gender Bonus Gap	Median 28.8%	Mean 59.0%

Bonuses include commissions which are part of the earnings package for employees in the furniture stores.

