

# Majestic Bingo Limited - 2019 Gender Pay Gap Report

## Background

Majestic Bingo Limited embraces diversity and is committed to the principle of equality among its employees which includes pay and reward. We pride ourselves on our committed, diverse workforce providing great customer service.

The Gender Pay Gap is defined as the difference in average earnings of men and women over a standard period of time, regardless of their seniority of role.

This report sets out our results in the year to April 2019 and provides a brief context to explain the results in more detail.

## Statistics – Number of Employees

Overall we employed 325 (2018: 332) people with a split of 110 men (34%) and 215 women (66%).

In addition we note that of the 325 people we employed, 79 (24%) work full time and 246 (76%) work part time. Of the 246 part time employees, 179 (73%) were women and 67 (27%) were men.

Majestic Bingo Limited's workforce continues to reflect industry trends within the Gaming Sector. Subsequently our results for gender pay gap need to be considered in the context of split of female to male impacting the overall calculations.

All of our roles at every level that are advertised are done so on the basis that selection is based on skills and ability to do the job in line with our Equal Opportunities Policy.

## Statistics – Hourly Fixed Pay

The Mean Gender Pay Gap is 13.4% based on the average hourly pay of male and female (significantly improved from 25.3% in 2018). The Median Gender Pay Gap between men and women is 0%, consistent with our previous report.

## Key Findings – Hourly Fixed Pay

The gap in Mean Gender Pay remains largely a result of only a small representation of our employees being female at more senior levels. This is something we recognised in our 2017 and 2018 findings and are continuing to work towards addressing the balance in time. Within our overall management population of 44, we employed 15 women and 29 men as at April 2019.

The gap in Median Gender Pay remains due to a large proportion of our employees earning the same pay rate with no difference, resulting in the 0% gap.



## Statistics – Bonus Pay

The Mean Gender Pay Gap for Bonus payments is 42.5% (significantly improved from 84.8% in 2018).

The Median Gender Gap for Bonus payments is 20% (significantly improved from 31.9% in 2017).

## Key Findings – Bonus Pay

Majestic Bingo Limited operates a discretionary bonus scheme for senior employees, however it also provides alternative bonus opportunities for staff at other levels.

In the reporting period, 91 people across the company (all levels) received a bonus payment, of which this equates to 53 women (58%) compared to 38 men (42%). This equates to 34% of the total male workforce receiving a bonus and 25% of the total female workforce receiving a bonus.

## Quartile Pay Bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	21.0%	35.8%	27.2%	51.2%
Female	79.0%	64.2%	72.8%	48.8%

## How are we tackling the gender pay gap?

We remain committed to the principle of gender pay equality and have put in place a number of initiatives, including:

- a clearly defined salary structure for people at all levels in the company
- Continuing to work towards consistent salary positioning when appointing people into new or replacement roles within the company
- Pay and Reward Committee that opines and sets policy on pay as well as reviewing decisions made in respect of pay to ensure they are in line with our structure and remain clearly based on skill and ability whilst understanding our responsibility to continue to work towards closing the Gender Pay Gap

## Statement

We confirm that the data in this report is accurate and Majestic Bingo Limited are committed to the principle of Gender Pay equality.

Mark Jepp  
Managing Director

Gary Bennett  
Finance Director

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