

Majestic Bingo Limited - 2017 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. As such, we welcome the change in legislation under the Equality Act 2010 requiring annual reporting on gender pay gap for companies meeting relevant criteria.

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 2017 and provides a context to explain the results in more detail.

Statistics – Number of Employees

Overall we employed 316 people with a split of 110 men (35%) and 206 women (65%).

In addition we note that of the 316 people we employed, 76 (24%) work full time and 240 (76%) work part time. Of the 240 part time employees, 176 (73%) were women and 64 (27%) were men.

Majestic Bingo Limited's workforce reflects 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. Interestingly, where we have advertised a senior position 77% (67) of the applicants were men and just 23% (20) were women. However, upon the review of skills we shortlisted a total of 6 people, 3 men and 3 women representing a 50% split.

It should be noted that after consulting informally with our colleagues across the bingo sector, the male/female split of employees does appear similar, with the majority of women choosing to work part time despite our roles at both full and part-time being open to all irrespective of gender. This could indicate the flexibility of hours on offer within the industry and suitability for individuals based on their working preferences.

Statistics – Hourly Fixed Pay

The Mean Gender Pay Gap is 27.8% based on the average hourly pay of male and female. The Median Gender Pay Gap between men and women is 0%. The most recent data available from the ONS is for April 2016 which showed the UK median pay gap as 18.1% across all sectors and 18.8% in the retail sector.



Key Findings – Hourly Fixed Pay

The gap in Mean Gender Pay is largely a result of only a small representation of our employees being female at more senior levels. This is something we recognise and are working towards addressing the balance in time. Within our overall management population of 45, we employed 15 women and 30 men as at April 2017. With the senior leadership population of 21, we employed 2 women and 19 men as at April 2017.

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

Statistics – Bonus Pay

The Mean Gender Pay Gap for Bonus payments is 92.4%.

The Median Gender Gap for Bonus payments is 50%.

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, 76 people across the company (all levels) received a bonus payment, of which this equates to 41 women (54%) compared to 35 men (46%). This equates to 31.8% of the total male workforce receiving a bonus and 19.9% of the total female workforce receiving a bonus.

However, as the main proportion of bonus payments were paid via the discretionary bonus scheme this means that 32 of the 76 people (42%) received a proportionally higher bonus due to the terms of the scheme for senior employees. The current population of General Managers is 2 women and 13 men.

Quartile Pay Bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	25.3%	26.6%	35.4%	51.9%
Female	74.7%	73.4%	64.6%	48.1%

How are we tackling the gender pay gap?

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

- Creating a clearly defined salary structure for people at all levels in the company
- Work towards consistent salary positioning when appointing people into new or replacement roles within the company



- Creating a 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 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

March 2018

