

# Majestic Bingo Limited - 2018 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 2018 and provides a brief context to explain the results in more detail.

## Statistics – Number of Employees

Overall we employed 332 (2017: 316) people with a split of 112 men (34%) and 220 women (66%).

In addition we note that of the 332 people we employed, 78 (23%) work full time and 254 (77%) work part time. Of the 254 part time employees, 191 (75%) were women and 63 (25%) 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 25.3% based on the average hourly pay of male and female (improved from 27.8% in 2017). 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 is 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 findings and are continue to work towards addressing the balance in time. Within our overall management population of 43, we employed 14 women and 29 men as at April 2018. With the senior leadership population of 23, we employed 4 women (2 in 2017) and 19 men as at April 2018, showing a 100% increase in women in this population over the year.

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 84.8% (improved from 92.4% in 2017).

The Median Gender Gap for Bonus payments is 31.9% (improved from 50% 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, 33 people across the company (all levels) received a bonus payment, of which this equates to 14 women (42%) compared to 19 men (58%). This equates to 17% of the total male workforce receiving a bonus and 6% of the total female workforce receiving a bonus.

## Quartile Pay Bands

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	24.10%	28.90%	26.50%	51.80%
Female	75.90%	71.10%	73.50%	48.20%

## 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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