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## Vaulkhard Group Limited

### Gender Pay Gap Report 2020

Snapshot date: 5<sup>th</sup> April 2019

Vaulkhard Group is required by law to publish an annual gender pay gap report due to the number of employees within our group of companies, principally Vaulkhard Leisure Limited.

Vaulkhard Leisure Limited operates a number of venues in the leisure sector, employing around 270 employees within various roles.

We have analysed the data and are pleased to confirm that our results show we have lower gender pay gap differentials in comparison to national averages.

During this period, we are required to report on the following:

- The mean gender pay gap was 7.8% (prior year: 14.2%)
- The median gender pay gap was 6.2% (prior year: 5.7%)
- The mean gender bonus gap was 21.9% (prior year: 42.6%)
- The median gender bonus gap was 2.0% (prior year: 65.5%)
- The proportion of female employees who received a bonus was 9.1% (prior year: 21.9%)
- The proportion of male employees who received a bonus was 11.0% (prior year: 21.9%)
- The split of male and female employees by quartile was as follows:

Quartile	Male	Female	Notes
Upper	72%	28%	Higher earners
Upper middle	57%	43%	
Lower middle	51%	49%	
Lower	57%	43%	Lowest earners

### Understanding the gender gap

Vaulkhard Group is committed to the principles of equal opportunities and treatment of all employees.

Both the mean gender pay gap (7.8%) and median gender pay gap (6.2%) are both below national averages, of 14.1% and 11.8% respectively. That said, we were keen to further review and investigate the apparent gender pay gap.

It must be remembered that the figures include all employees, regardless of role, and as such have been again skewed due to the group policy to employ its own doorstaff.

## **Doorstaff**

Due to various factors including the nature of the work, these are higher paid members of the group.

We have no direct control over the gender of applicants, which is a predominantly male dominated sector, but we must ensure that venues are staffed with sufficient doorstaff to maintain public safety.

We have re-run certain calculations to show the gender pay gap if this category of employee is excluded:

<b>Calculation</b>	<b>Stated in report</b>	<b>Excluding doorstaff</b>
Mean gender pay gap	7.8%	0.6%
Median gender pay gap	6.2%	0.0%

With an adjusted mean gender pay gap of 0.6% and median gender pay gap of 0.0%, we are pleased and believe this accurately reflects the efforts made by the group to encourage equal opportunities.

## **Moving forward**

The group is pleased with the results of this report and is committed to continuing its procedures regarding management structures, remuneration packages, and the encouragement of equal opportunities.

Sarah Cook

Operations Director

10<sup>th</sup> March 2020