



LONDON

# Gender Pay Gap Report 2024

*Phase Eight*





# Gender Pay Gap Explained

**Phase Eight is a British premium womenswear fashion brand based in London, led by a female senior leadership team.**

Furthermore 97.78% of our employee base is female. We are proud of our inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence that our internal processes and gender pay policies are robust and fair but recognise we can and should do more to champion diversity at all levels of our business and encourage future leaders.

Similar to last year, our gender pay gap has been driven by an overrepresentation of females in our retail roles, which attract very few male applicants. These roles, many of which are part-time, typically offer lower pay compared to corporate roles in the business which typically attract more male applicants in comparison.

## GENDER IDENTITY

As an employer aspiring to be fully inclusive, we recognise that some of our colleagues might self-identify as non-binary or agender.

Whilst Gender Pay Gap regulations require us to identify our employees as men or women we fully support our colleagues who choose not to be identified in that way. We continue to capture the relevant data in line with our Inclusion and Diversity Strategy and will report on it in our future statements.



Vicky Goodacre  
Group HR Director

# Gender Pay Gap Explained

## What Is The Gender Pay Gap?

A gender pay gap is the difference between average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.

## The Gender Pay Gap

The gender pay gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear on how to present data. We believe that to understand our figures, it's important to understand how they are calculated. There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

## Relevant Full Time Employees

Includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded).

## Pay Calculations

Based on the FTE-adjusted total pay received in the month of April 2024 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

## Mean And Median

The difference between the mean (average) and the median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage).

## Proportion Of Males And Females

In each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).

## Pay Quartiles

Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

## Understanding our Gender Pay Gap

The driver for our gender pay gap is an overrepresentation of women in our retail stores which make up the largest proportion of our job roles and typically receive lower pay than professional roles within the corporate areas of the business. The latter also tend to attract more male candidates in comparison to store roles. Due to the Brand and Customer profile, we don't tend to attract

male applicants for our in-store roles, and therefore there are few male comparators for this pay band. As mentioned earlier, 97.78 % (slightly lower than our 2023 figure) of our employee base is female which therefore significantly impacts the gender pay gap figures, particularly on the median measures where the sample size for male colleagues is very small. In terms of our gender bonus pay gap, the bonus paid during the 2024 reference period was paid to both our store-based and central teams' colleagues. The results show a higher proportion of male colleagues receiving a bonus however both the median and mean bonus pay gap figures are significantly affected by the very small sample size of male colleagues.

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GENDER PAY GAP	
	2024
MEAN	22%
MEDIAN	31%

GENDER BONUS PAY GAP	
	2024
MEAN	16%
MEDIAN	72%

PROPORTION OF EMPLOYEES RECEIVING BONUS	
	2024
FEMALE	25%
MALE	43.25%

GENDER BONUS PAY GAP		
2024	PHASE EIGHT	
	MEN	WOMEN
UPPER	8.15%	91.85%
UPPER MIDDLE	0%	100%
LOWER MIDDLE	0.74%	99.25%
LOWER	0%	100%

The proportion of male and female employees in each quartile pay group. Any bonuses paid between April 2023 and March 2024

\*Snapshot date 6th April 2024