



Phase Eight

GENDER PAY GAP
REPORT 2021



LONDON

Phase Eight

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

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 always do more to champion diversity at all levels of our business and encourage future leaders.

Similarly to previous years our gender pay gap has been driven by an overrepresentation of females in our Style Advisor roles in stores, 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.

The numbers we are reporting on this year have been affected by our retail colleagues being furloughed on the snapshot date.

A handwritten signature in black ink, appearing to read 'Alex Didymiotis', is positioned above the name.

Alex Didymiotis, 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 FTE-adjusted total pay received in the month of April 2020 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 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 Style Advisor roles, which make up the largest proportion of our jobs 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 stores. Due to the Brand and Customer profile, we don't tend to attract male applicants for our in-store roles, and therefore there is no male comparator for this pay band.

Gender pay gap

	2020
Mean	33.1%
Median	1.4%

Gender bonus pay gap

	2020
Mean	80.8%
Median	76.0%



Proportion of employees receiving bonus

	2020
Male	70.4%
Female	82.1%

Gender split by pay group quartiles

The proportion of male and female employees in each quartile pay group

92.4%	Upper Quartiles	7.6%
99%	Upper Middle Quartiles	1%
100%	Lower Middle Quartiles	
99.7%	Lower Quartiles	0.3%

 Female
 Male



LONDON

Phase Eight