

Phase Eight
GENDER PAY GAP
REPORT 2020





A MESSAGE FROM SIMON PICKERING, MANAGING DIRECTOR

Phase Eight is a UK based premium multi-channel ladies fashion brand operating across 25 territories and employing 1,994 people globally. Equality and diversity have always been at the heart of Phase Eight's success and I am very proud of how diverse our team are.

I feel particularly strongly about equality and specifically equal pay for equal jobs, which we are committed to at Phase Eight. Everyone in our business is paid fairly for the job they do based on their skills and experience, irrespective of gender or any other characteristic.

The reason for our gender pay gap is due to the bias of women in our Style Advisor role. This role makes up the largest proportion of our staff and they typically receive lower pay than roles within the corporate areas of the business. The latter also tend to attract more male candidates in comparison to stores. Our Brand and Customer profile doesn't attract many male applicants to in-store roles, and therefore there is no male comparator for this pay band.

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 2019 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.

KEY EMPLOYEE FACTS

We are proud of our diverse workforce, employing people of different ages and backgrounds. We support this policy through fair pay, and are confident that women and men are paid equally for equivalent jobs.

1,439

employees in
the United Kingdom

1,994

employees across
the globe

97%

of UK employees
are female

89.5%

of UK female employees
work in stores and
concessions

TFG
London



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

	2019
Mean	52.0%
Median	60.2%

Gender bonus pay gap

	2019
Mean	54.3%
Median	21.9%

Proportion of employees receiving bonus

	2019
Male	14.7%
Female	76.3%

GENDER SPLIT BY PAY GROUP QUANTILES

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

