



Poundstretcher Ltd – UK Gender Pay Gap Report 2017

Gender Pay Reporting

From April 2017 all organisations with more than 250 employees must publish defined figures to show the Gender Pay Gap for a specific point in time. This report covers the pay period including 5th April 2017 as defined by the legislation and is based on hourly paid rates for the month of April 2017.

It is the aim of Poundstretcher as an employer to offer fair reward the opportunity for advancement based on hard work and experience. We offer considerable amount of part time contracts and overall we employ a higher percentage of female colleagues spread throughout the entire pay range. Employment is based on suitability and availability at the point of recruitment. As an organisation we recognise the existence of the Gender Pay Gap and are exploring ways within the business to reduce gap further.

Hourly Pay

When measured as a **mean average** the hourly pay for female employees is **13.9%** lower than male employees.

This is the simple average calculation for all male employees in the period and all females in the period and is based on hourly rates for contracted employees.

When measured as a **median average** the hourly pay for female employees is **equal** to that of male employees.

This is calculated using the middle earner from the female employees as compared to the middle earner from the male employees.

Pay Quartiles

The pay quartiles are calculated by taking the hourly rate of each employee and ranking them in order. The percentage of female and male employees that falls into each quartile is shown below.

Top	45.6% male	54.4% female
Upper Middle	33.0% male	67.0% female
Lower Middle	41.0% male	59.0% female
Lower	48.2% male	51.8% female

Bonus Pay

Bonus pay is calculated for the people employed at the snapshot date as of 5th April. The payments included are for the year up to and including the pay period which includes the snapshot date.

When measured as a **mean** average the bonus pay for female employees is **14.9% lower** than male employees.

When measured as a **median** average the bonus pay for female employees is equal to that of male employees.

Total of all employees who received bonus payments

Lower	48.6%	43.4%
	male	female

The information contained within this report is report is accurate and has been compiled in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hemant Patel

Finance Director