Coffee#1

GENDER PAY REPORTING
2020/21

GENDER PAY GAP 2020/21

Coffee#1 is an inclusive business that is welcoming of the the diverse perspectives that different nationalities, sexualities, cultures and genders provide.

We are required to report on gender pay rates based on a snapshot of data taken from 5th April 2020. We were required to exclude full pay relevant employees from some of the calculations, which included those on furlough. On 22nd April 2022 (the snapshot date), more than 98% of our people were on furlough, consequently the pay gap data relates only to a small number of employees. The bonus pay gap data includes all relevant employees, including those on furlough and relates to bonuses paid in the 12 months prior to the snapshot date.

We recognise that there is still work for us to do to address inequality in our business and are committed to addressing this.

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2020 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

Bruce Newman
Managing Director, Coffee#1

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in average pay between men and woman across an organisation, regardless of their role.

This is different from 'equal pay', which means men and women who carry out the same or similar jobs must be paid the same.

We are legally obliged to report on 6 metrics:

- Median gender pay gap.

- Mean gender pay gap.

- Median bonus gap.

- Mean bonus gap.

- Percentage of male and female employees who received bonus pay.

- Percentage of employees in each pay quartile.

We must also publish this on a publicly accessible website for three years.

OUR RESULTS

	2017(%)	2018(%)	2019(%)	2020(%)
Gender pay gap mean pay rate (%)	0.1	5.0	8.8	23.3
Gender pay gap median pay rate (%)	0.0	0.0	4.9	22.5
Gender pay gap mean bonus (%)	12.8	-24.0	53.0	19.1
Gender pay gap median bonus (%)	37.5	-31.0	33.3	13.1
Male receiving bonus (%)	14.5	10.0	27.2	19.6
Female receiving bonus (%)	16.9	12.0	21.9	13.2

MEAN GENDER PAY GAP

Mean gender pay gap - the difference between a company's total wage spend-per-woman and its total spend-per-man.
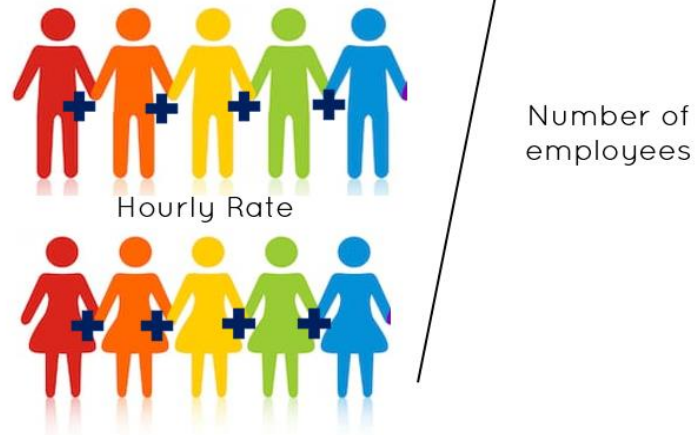
Hourly Rate / Number of employees

	2017(%)	2018(%)	2019(%)	2020(%)	Change from 2018 and 2017	Change from 2019 and 2018	Change from 2020 and 2019
Number of Employees Gender pay gap mean pay rate (%)	0.1	5.0	8.8	23.3	+4.9	+3.8	+14.5

MEDIAN GENDER PAY GAP

Median gender pay gap – the difference in pay between the middle-ranking woman and the middle-ranking man.

Lowest   Median   Highest

	2017(%)	2018(%)	2019(%)	2020(%)	Change from 2018 and 2017	Change from 2019 and 2018	Change from 2020 and 2019
Gender pay gap median rate (%)	0.0	0.0	4.9	22.5	+0.0	+4.9	+17.7

MEAN GENDER BONUS PAY GAP

	2017(%)	2018(%)	2019(%)	2020(%)	Change from 2018 and 2017	Change from 2019 and 2018	Change from 2020 and 2019
Gender pay gap mean bonus (%)	12.8	-24.0	53.0	19.1	-36.8	+77.0	-33.9

MEDIAN GENDER BONUS PAY GAP

	2017(%)	2018(%)	2019(%)	2020(%)	Change from 2018 and 2017	Change from 2019 and 2018	Change from 2020 and 2019
Gender pay gap median bonus (%)	37.5	-31.0	33.3	13.1	-68.5	+64.3	-20.2

EMPLOYEES BY QUARTILE

Band A is the lowest. Band D is the highest	2017(%)	2017(n)	2018(%)	2018(n)	2019(%)	2019(n)	2020(%)	2020(n)	Change from TY and LY (%)	Change from TY and LY (n)	Gender weighting within bands	Gender balance favours GPG in favour of
Males in pay quartile band A	36.4	2	36.0	2	17.7	1	20.0	1	+2.3	+0	11.1	
												Males
Females in pay quartile band A	63.6	3	64.0	3	82.3	4	80.0	4	-2.3	-0	30.8	
Males in pay quartile band B	21.7	1	32.0	2	33.5	2	50.0	3	+16.5	+1	33.3	
												Females
Females in pay quartile band B	78.3	5	68.0	4	66.5	4	50.0	3	-16.5	-1	23.1	
Males in pay quartile band C	25.6	1	28.0	1	37.1	2	40.0	2	+2.9	+0	22.2	
												Females
Females in pay quartile band C	74.4	4	72.0	4	62.9	3	60.0	3	-2.9	-0	23.1	
Males in pay quartile band D	33.0	2	34.0	2	30.1	2	50.0	3	+19.9	+1	33.3	
												Males
Females in pay quartile band D	67.0	4	66.0	4	69.9	4	50.0	3	-19.9	-1	23.1	

OUR PLAN

Our core values at Coffee#1 mean that we put emphasis on our people, we are focused on achieving high standards and improving where we can as a team and family. Our action plan includes:

o   With a business plan that affords the likely requirement of an expansion of the Coffee#1 leadership team, a merit based recruitment process will be deployed that enables gender diversity within senior positions of the business

o   The Coffee#1 HR team will review the job descriptions for each role within the business to ensure that these are gender neutral and in no way favour the employment of either Males or Females

o   Store Manager and Assistant Store Manager populations will be assessed within each area to understand if there any areas have disproportionately Male or Female Management groups

o   Each store team (typically of 6 to 10 employees per store) will be analysed to determine any evidence of gender diversity gaps.

o   Coffee#1 Support Centre pay rates will be reviewed annually and split by gender to determine incidents of pay rate inequality

o   Merit based recruitment processes will be used for all future recruitment of Area Manager roles with a desire to have a balanced team of male and female area managers