

Sweaty Betty
LONDON

Gender Pay Gap Report 2017





I am very proud to be the founder of a business that employs over 500 women worldwide. 99% of our staff are female and we therefore invest heavily in female talent. We understand the purpose of the gender pay gap regulations and support it, as it aligns with our own. Unfortunately, due to low numbers of men in our business, our reporting figures are skewed.

We pay women and men equally for comparable roles and we are committed to ensuring this continues. This report explains both our figures and the business we've created, where 75% of our leadership team is female, with the highest paid member a woman. I am determined to continue to empower women through even more opportunities in the business.

Tamara

Tamara Hill-Norton, Founder & Creative Director



At Sweaty Betty we have been on a mission to empower women for 20 years. With this in mind, we support and recognise the importance of the Gender Pay Gap reporting in achieving gender equality in the workplace and fair pay.

Here is the key information we wanted to share with you...



Sweaty Betty is made up of 99% female
and 1% male employees

GIRL
POWER



As a female-founded business, we have found that mostly women have been attracted to our Purpose, brand and products. Resulting in 99% of our employees being women. While we treat all applicants equally, we find that it is mostly women who apply to work with us. We are proud that so many women love our brand and want to be a part of this journey.

Employee Breakdown by Pay Quartile

Proportion of males and females in each pay quartile	Male	Female
Upper Quartile	4%	96%
Upper Middle Quartile	0%	100%
Lower Middle Quartile	0%	100%
Lower Quartile	0%	100%
	1%	99%

As there are no men in the lower and middle quartiles, we took a closer look at the Upper Quartile and found the below...

- ❖ Our current leadership team is 75% female.
- ❖ We're proud to say the highest paid member of Team SB is female.
- ❖ 96% of managers at Sweaty Betty are women.
- ❖ 58% of our current leadership team (both men and women) work flexibly or part time.
- ❖ The gender pay gap across our leadership team in hourly pay, on the reported date, is a mean of -47% and median of -13%

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Calculation of Hourly Pay & Bonus Payments

Due to the high proportion of women working at Sweaty Betty, the results are skewed. We are very proud to offer so many opportunities and careers for women, though due to the absence of men from the middle lower quartile, there is a disproportionately high gender pay gap.

Mean Gender Pay Gap In Hourly Pay	62.4%
Median Gender Pay Gap In Hourly Pay	68.1%

*Mean Bonus Gender Pay Gap	54%
**Median Bonus Gender Pay Gap	72.5%
Proportion Of Men Receiving A Bonus Payment	75%
Proportion Of Women Receiving A Bonus Payment	85%

The mean is the average of numbers in the data set. The median is the middle point within the data set when it is organised into numerical order.

One of the main reasons for these results is that 100% of our retail team is female. 80% of our employees are based in-store and despite our best efforts to attract a diverse workforce, our stores are currently completely run on girl power. On a very positive note, there is fixed and transparent pay across the retail team, as each store has a clear hourly wage structure based on the location and turnover.

As a brand with a female founder we have a strong belief in empowering and supporting women. We love to promote internally and really encourage career development in all areas of the business. We have a number of success stories where women have been able to develop and progress, for example a number of our Area Managers started out as Store Assistants.

One of our key values at Sweaty Betty is flexibility. You'll find everything from enhanced maternity, paternity and adoption benefits of up to six months full pay, to flexible working hours and childcare support of up to 10% of an employee's salary. As a Mum of Three, our Founder and Creative Director, Tamara works flexible hours herself, so therefore is even more determined to support and empower women.

One of the most important building blocks of Sweaty Betty is to support women and ensure they flourish equally to men. So here's to more girl power in 2018!

This report covers employees of Sweaty Betty Ltd, the main employing entity of Sweaty Betty. The report covers employees of Sweaty Betty Ltd at all levels, including the executive team as at 5th April 2017. As Founder & Chief Creative Officer for Sweaty Betty, I, Tamara Hill Norton, can confirm that the information contained in this report is accurate.

Tamara

