

Sweaty Betty

Gender Pay Gap



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...



As a female-founded business, we are passionate about empowering women. We believe that our strength as a business is in each other and so we work hard to continue to build a culture of equality and empowerment for all of our team members. Over the last few years our business has grown and with it our headcount.

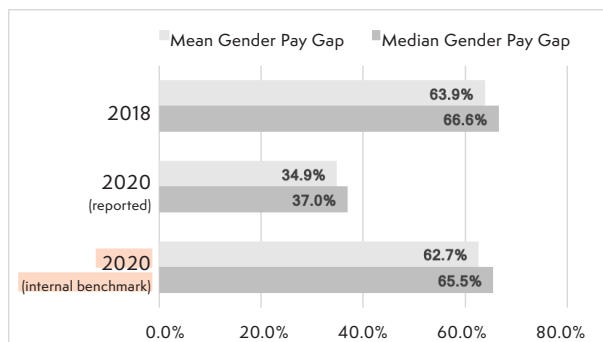
Our Gender Pay Gap Mean & Median:

The graph below shows the mean and median pay gap for the snapshot day (5th April 2020). It includes three lines; our 2018 reported number, our reported number 2020, and 2020 figure as it would be if we included all of the retail staff who were on furlough during snapshot time due to COVID-19 pandemic.

We wanted to compare both the reported number and the number including furloughed staff to give us a better internal picture of our gender pay gap and to create more consistency for future reporting.

The below graph show the Mean and Median. 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.

Mean and Median Gender Pay Gaps



As you can see from the graph there has been quite a drop in officially reported pay gap, which is due to official reporting guidelines given us to by the government.

But when you look at the figures including our furloughed retail population you see that the gap is largely the same as previous reporting years.

Employee Breakdown by Pay Quartile:

Proportion of males and females in each pay quartile.

Proportion of males and females in each pay quartile	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female 2020 (reported)	70.6%	94.1%	94.1%	88.2%
Male 2020 (reported)	29.4%	5.9%	5.9%	21.8%
Female 2020 (internal benchmark inc. Furlough)	91.0%	97.4%	100.0%	99.4%
Male 2020 (internal benchmark inc. Furlough)	0.9%	2.6%	0.0%	0.6%

Since our last report as you can see the numbers of females in each section have gone down slightly which is a reflection of the percentage of men in the business since our last report..

Calculation of Hourly Pay and Bonus Payments

	2018	2020 (reported)	2020 (internal benchmark)
Mean Bonus Pay Gap	12.5%	38.5%	42.9%
Median Bonus Pay Gap	76.4%	16.3%	38.3%
Women Receiving Bonus	97%	73.7%	n/a
Men Receiving Bonus	80%	77.8%	n/a

Once again, we have included both the figures reported to the government and also those which include our furloughed retail team. The difference between the two sets of figures is due to Sweaty Betty have separate schemes for our retail population and support office population. The reported figures above are reflective of all the bonus schemes we offer.

The rewarded bonus' reported on are based only on equal company criteria e.g. time in the business, set target thresholds. As a result, whilst there is a slightly larger pay gap than our previous reporting years we are confident that bonus award decisions are not based on a personal element but purely consistent equal criteria that is applied to all team members across Sweaty Betty.

Conclusions

So, what is next for Sweaty Betty? As we have shared in the report, we have a mission to empower women through fitness and beyond. As we continue to grow to make this mission a reality we are dedicated to building a diverse team of talent, hiring the right people into the right roles supporting them to grow with us and rewarding all of our team members with fairness and consistency.

As a result our goals as a business are:

- To continue to grow diversity in all senses across Sweaty Betty and be a company that is able to offer flexibility for all of our teams. You can find out more about our commitment to diversity, equality and inclusion here.
- To continue our commitment to growing and developing leaders within Sweaty Betty, placing development for all team members as a central part of our culture.
- To continue to offer development and promotion opportunities within our stores and between our stores and support office roles.

As always we remain committed to providing equal pay for women and men across comparable roles and ensuring our people are always rewarded with fairness and consistency.

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 2020.

As Chief People Officer for Sweaty Betty, I, Heidi Coppin, can confirm that the information contained in this report is accurate.

