

SPACE NK

APOTHECARY LONDON

GENDER PAY GAP
2021 – for 2022
submission



The Facts as of April 2021

To Give You Some Context.....

TOTAL

- 764 employees
- 70 males
- 694 females

Within our Support Office and Distribution Centre

- 198 employees
- 49 males
- 149 females

Within our Retail Stores

- 563 employees (387 are part-time)
- 19 males (11 are part-time)
- 544 females (378 are part-time)
 - 71 of females are Store Managers or Assistant Managers (13%)
 - 1 of males are Store Managers or Assistant Managers (5.2%)

In summary:

- We have more female employees within our stores
- We have more female employees within our Support Office functions
- The number of men in the business has increased in retail functions
- Our business is relatively small.
- There are very few teams in our Support Office functions where individuals have the same job titles and perform the exact same role.
- Where employees are performing the same job role they are paid equally and fairly, however, we do take into consideration experience and current skill level.
- We are committed to paying all our employees fairly no matter their gender, nationality, religion, race, background, or age, and we believe that we do so.

	2018	2019	2020	2021
Total Employees	725	755	762	764
Males	73	72	72	70
Females	652	673	673	694
Support/D C	161	170	179	198
Males	58	55	53	49
Females	103	115	126	149
Retail	563	575	585	563
Males	14	17	18	19
Females	549	558	565	544

Headcount – 2020 vs 2021

In summary:

- We have more total employees vs 2020 – increasing our total headcount by 0.2%
- We have recruited more females than males in the past year
- We have recruited more females in to Support Office/DC roles within the past year
- We have recruited slightly more men into the retail population in the past year.

Where changes have occurred:

- Our female population in Support/DC has increased by 16.72% for 2021.
- Our male population in Support/DC has decreased slightly by 7.8%.
- Our male population in retail has increased slightly to 9.16% overall.

	2020	2021	Variance	% difference
Total Employees	762	764	+2	0.2%
Males	72	70	-2	-2.8%
Females	673	694	+21	3.07%
Support/DC	179	198	+9	10.07%
Males	53	49	-3	-7.84%
Females	126	149	+19	16.72%
Retail	585	563	-22	-3.8%
Males	18	19	+1	5.40%
Females	565	544	-21	-3.785%

Gender Pay Gap Y.O.Y

	2017(%)	2018(%)	2019(%)	2020(%)	2021(%)	Variance from 2021 and 2020	Comments
Gender pay gap mean pay rate (%)	53.4	47.9	48.0	53.3	48.5	-4.8	The Gender Pay Gap has decreased by 4.8% when calculated as a mean.
Gender pay gap median pay rate (%)	42.2	16.9	24.2	38.1	29.3	-8.8	The Gender Pay Gap has decreased by 8.8% when calculated as a median.
Gender pay gap mean bonus (%)	50.0	86.3	85.2	55.1	12.5	-42.6	The Gender Pay Gap has decreased by 42.6% when calculated as a mean.
Gender pay gap median bonus (%)	-4.1	75.8	70.7	71.1	0.0	-71.1	The Gender Pay Gap has decreased by 71.1% when calculated as a median.

Gender Pay Gap – Quartile Distribution

	2017(%)	2017(n)	2018(%)	2018(n)	2019(%)	2019(n)	2020(%)	2020(n)	2021(%)	2021(n)	Change from TY and LY (%)	Change from TY and LY (n)	Gender weighting within bands	Gender balance favours
Males in pay quartile band A	4.7	9	9.7	18	5.5	10	1.6	3	5.0	9	+3.4	+6	13.2	Females
Females in pay quartile band A	95.3	172	90.3	163	94.5	171	98.4	178	95.0	172	-3.4	-6	26.2	
Males in pay quartile band B	4.7	9	6.1	11	10.4	19	4.2	8	3.9	7	-0.3	-1	10.3	Females
Females in pay quartile band B	95.3	172	93.9	170	89.6	162	95.8	173	96.1	174	+0.3	+1	26.5	
Males in pay quartile band C	10.3	19	6.1	11	5.5	10	8.9	16	8.8	16	-0.1	-0	23.5	Females
Females in pay quartile band C	89.7	162	93.9	170	94.5	171	91.1	165	91.2	165	+0.1	+0	25.1	
Males in pay quartile band D	31.5	57	19.3	35	22.7	41	22.5	41	19.8	36	-2.7	-5	52.9	Males
Females in pay quartile band D	68.5	125	80.7	147	77.3	141	77.5	141	80.2	146	+2.7	+5	22.2	

What We Are Proud Of... 2021

- We have recruited more females into the support office/DC (16.72%).
- We have recruited more males into the store population (9.16%).
- The number of females in the higher salary quartile has increased.
- Year on year we have increased the number of males in the lowest pay quartile.
- The Gender Pay Gap has decreased by 4.8% when calculated as a mean.
- The Gender Pay Gap has decreased by 8.8% when calculated as a median.
- The Gender Bonus Pay Gap has decreased by 42.6% when calculated as a mean and 71.1% when calculated as a median.

Factors That Have Impacted Our 2021 Reporting

- At the snapshot date, all eligible retail employees were furloughed under the UK government's furlough scheme.
- The way in which the furlough scheme was calculated, resulted in many retail employees being paid above their usual hourly rate. This has had a positive impact on our Gender Pay Gap calculation.
- We are not comparing like for like data. Different stores will earn bonuses and the way in which it is calculated is not comparable.
- Stores were closed due to the coronavirus pandemic at the snapshot date which will have had an impact on the retail population bonus.
- More of the retail population was furloughed whilst the head office population continued to work throughout the pandemic.