

Done Brothers (Cash Betting) Limited

Gender Pay Gap Report 2018

Gender Pay Gap 2018

What is the gender pay gap?

- In 2018, for the first time UK companies with over 250 employees have to report on their gender pay gap.
 - The snapshot date to be used is 5th April 2018.
 - The gender pay gap is the difference between male and female earnings expressed as a percentage of male earnings.
 - Often, the gender pay gap is confused with unequal pay, though this is a different measurement as unequal pay is when one gender is paid less than the other for the same work. Unlike the gender pay gap, which measures the difference in earnings at the company level, unequal pay is calculated by comparing the pay of employees on a case by case basis.
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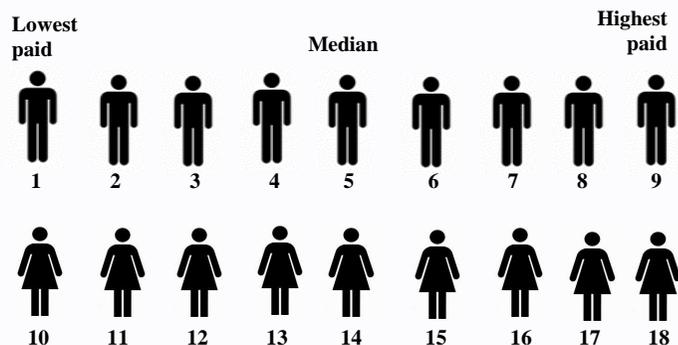
Gender Pay Gap 2018

How have we calculated our numbers?

We have taken the data from our entire business of more than 10,000 employees across all roles within the business.

Median gender pay gap

The median is the value separating the higher half of a data sample, a population or a probability distribution from the lower half. In simple terms, it may be thought of as the "middle" value of a data set. For example, in the example below the hourly pay rate of employee number 5 would be the median male pay rate and the hourly pay rate of employee number 14 would be the median female pay rate. The difference between the male and female median hourly rate is the median gender pay gap.



Mean gender pay gap

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women.

Pay quartiles

We need to show the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee from highest to lowest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

Median and mean bonus pay

The median and mean calculations are carried out to compare the bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over the twelve months is also reported.

Gender Pay Gap 2018

Our results

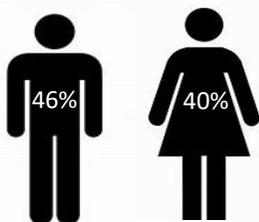
Our average and mean gender pay gaps are way below national averages

	Betfred
Median hourly pay difference	2.5%
Mean hourly pay difference	7.8%

We have analysed the small average gender pay gap and the bonus pay gap and we believe that the gaps are mainly due to weak representation at our senior levels as a result of fewer female candidates applying for roles, due to the nature of the industry.

Betfred Bonus Pay

46% of male and 40% of female employees received a bonus in the 12 month period.



Bonus pay difference between men and women

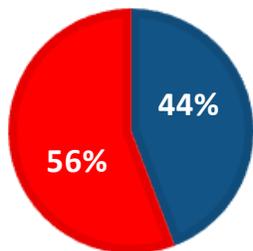
Median	25%
Mean	51%

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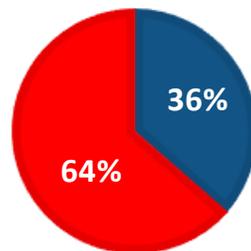
Our results

PAY QUANTILES

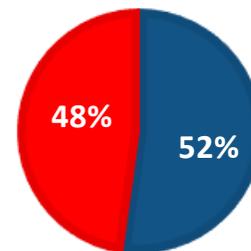
Proportion of male and female employees according to quartile bands. There are 2,578 employees in each band.



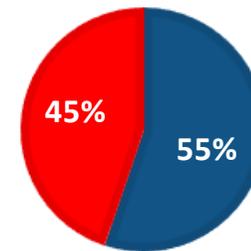
Bottom Quartile



Second Quartile



Third Quartile



Top Quartile

FEMALE : **MALE**