

WHISTLES

WHISTLES GENDER PAY GAP REPORT 2021

Whistles is a contemporary fashion brand based in London, led by a predominantly female senior leadership team.

We are proud of an inclusive culture where everyone is valued and supported to reach their full potential irrespective of age, gender or ethnicity. We have confidence that our internal processes and gender pay policies are robust and fair but recognise we can always do more to champion diversity at all levels of our business and encourage future leaders here at Whistles.

In previous years, our gender pay gap has been driven by an overrepresentation of women in our Style Advisor roles in stores, which attract very few male applicants. These roles, many of which are part-time and offer greater flexibility, typically receive lower pay compared to corporate roles in the business which typically attract more male applicants.

In 2020, Whistles has seen a shift in the gender pay gap with all measures bar one indicating a positive weighting towards females rather than males. This is reflective of the higher than the previous percentage of females holding management and leadership positions, both in the retail and head office environments, and more male employees joining our stores in non-management positions, allowing for a relevant comparator.

GENDER PAY GAP EXPLAINED

What is the Gender Pay Gap? A Gender Pay Gap is the difference between the average pay of a male employee and that of a female employee, averaged across the whole organisation, regardless of the nature of their work.

The Gender Pay Gap: The Gender Pay Gap reporting regulations ensure that all organisations calculate their gender pay gap in a consistent way. They also make it clear how to present data. We believe that to understand our figures, it's important to understand how they are calculated. There are several calculations that together, show the difference between male and female pay, a full explanation for each calculation is as follows:

Relevant Full-Time Employees: Includes anyone employed under a contract of service, a contract of apprenticeship or a contract to personally do work (agency workers and partners excluded).

Pay Calculations: Based on the FTE-adjusted total pay received in the month of April 2020 and includes basic salary, sector pay, variable pay, share payments, commission, loyalty bonus (on a prorated basis) and any other bonus payments paid. The calculations exclude any overtime payments.

Mean and Median: The difference between the mean (average) and the median (mid-point) pay and bonus earnings for male and female employees (expressed as a percentage).

Proportion of Males and Females: In each pay quartile band: the hourly rate pay bands ranked from lowest to highest in four quartiles (dividing the workforce into four equal bands).

Pay Quartiles: Quartiles are where an organisation is split into four equally sized chunks of employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

GENDER PAY GAP RESULTS

In 2020, Whistles has seen a shift in the gender pay gap with all measures bar one indicating a positive weighting towards females rather than males. This is reflective of the high percentage of females in management and leadership positions, both in retail and head office environments and with more male employees in non-management roles within our stores. This is evident in the figures with 100% of the upper quartile earners being female.

	Gender Pay Gap (%)		Gender Bonus Pay Gap (%)		Proportion of Employees Receiving Bonus	
	MEDIAN	MEAN	MEDIAN	MEAN	Male	Female
WHISTLES 2020	-25%	-53%	59%	-72%	25%	53%
2020	WHISTLES					
	Men	Women				
Upper	0%	100%				
Upper Middle	18%	82%				
Lower Middle	9%	91%				
Lower	18%	82%				

This statement confirms that the published information is accurate at the time of publishing and is signed by Alex Didymiotis, TFG Group HR Director

Alex Didymiotis
Group HR Director

