

UK Gender Pay Gap Report 2018

What is the gender pay gap?

The **gender pay gap** is a measure of the difference between the average earnings of men and women across Showcase Cinemas in the UK.

This is different from **Equal Pay** as this relates to men and women being paid equally for equal work.

Legal requirements

All UK companies with 250 or more employees will be required to publish specific gender pay information:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartiles pay band

The **pay data** is based on a snapshot date of the 5th April 2018 (everyone on the UK payroll on this dates submission).

The **bonus data** is based on payments received in the 12 months leading up to the 5th April 2018.

Showcase Cinema Results	
The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive.	Mean 14.2%
The median gender pay gap shows the difference in the midpoint of hourly rates of pay for men and women by ordering individual rates of pay from the lowest to the highest and taking the middle value.	Median 4.9%
The proportion of males and females receiving a bonus. This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2017, e.g. incentives, bonus payments, mystery shopper	Male 19.9% Female 9.8%
The mean gender bonus gap is the difference in average bonus pay	Mean

that male and female employees receive.	59.2%
The median gender bonus gap shows the difference in the midpoint of the bonus pay received by men and women.	Median 6.5%