


Charlotte Tilbury



Gender Pay Gap Report 2017-2018

Give a person the right make-up & they can conquer the world -
Charlotte Tilbury





Charlotte Tilbury Beauty Ltd was founded in 2007 by formidable women, has always been committed to being a fair employer, ensuring opportunities are offered equally to people from all backgrounds. At Charlotte Tilbury Beauty 92% of our team are female, so we are particularly interested in setting exemplary standards for equal pay as we continue to grow..

SHAKE
IT UP

EMBRACE
THE CHALLENGE

SHARE
THE MAGIC

WIN
TOGETHER

Under recent legislation, UK companies with over 250 employees have been required to publicly report their gender pay gap. Data is taken at the 5th April for the year ending the period the report covers. We have used data for Charlotte Tilbury Beauty Ltd, as at the 5th April 2018 covering all employees (full time and part time).

What is the Gender Pay Gap?



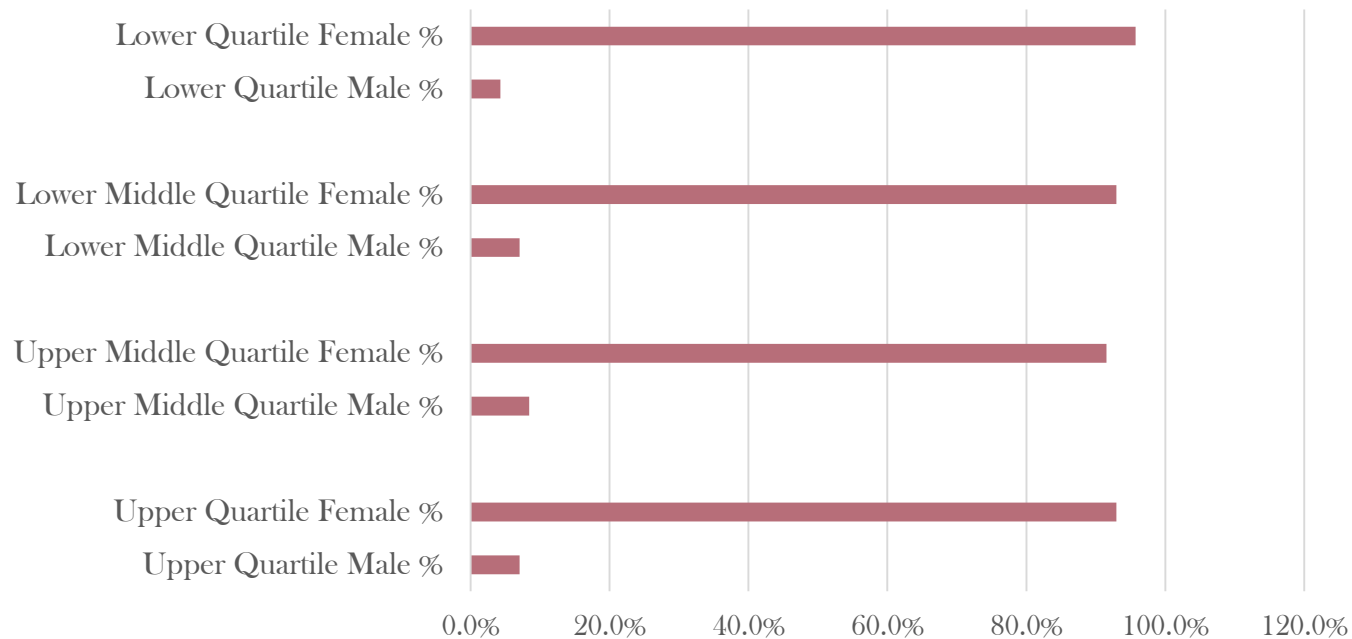
Equal pay is paying males and females equally for like work and work of equal value. This has been enshrined in UK law for almost 50 years.

A gender pay gap assesses the differences in hourly pay (excluding overtime) between genders regardless of the work they do.

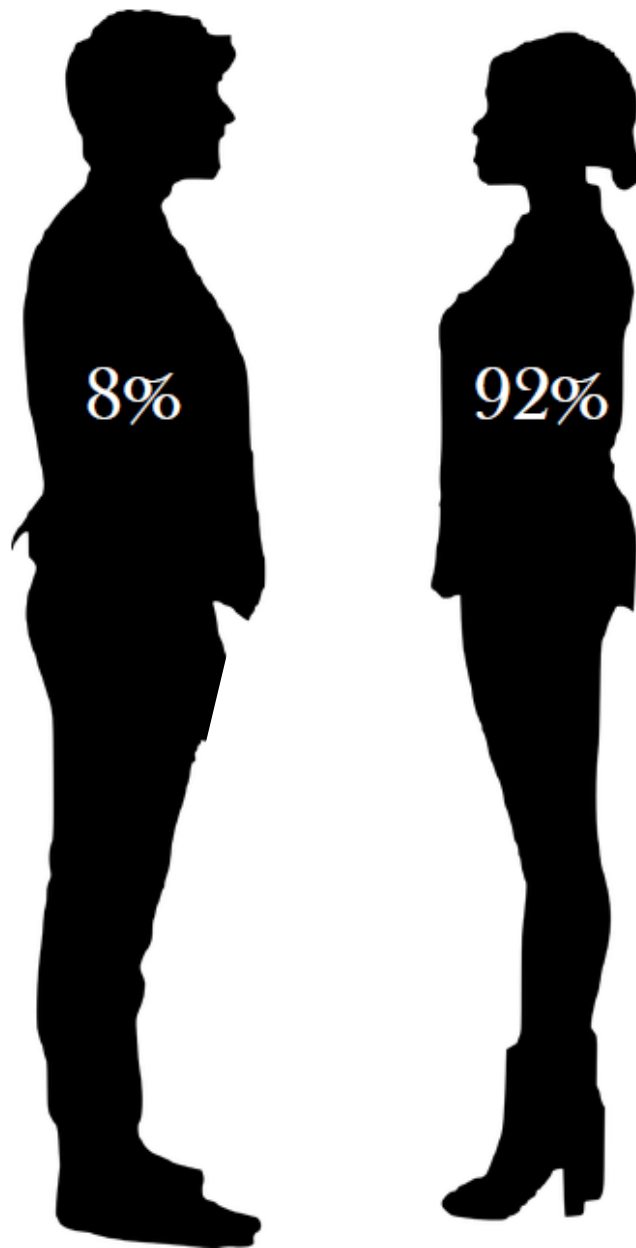
The purpose is to ensure that there is equality of genders across all levels of roles in organisations.

At present statistically, in the UK men are still more highly represented in senior roles.

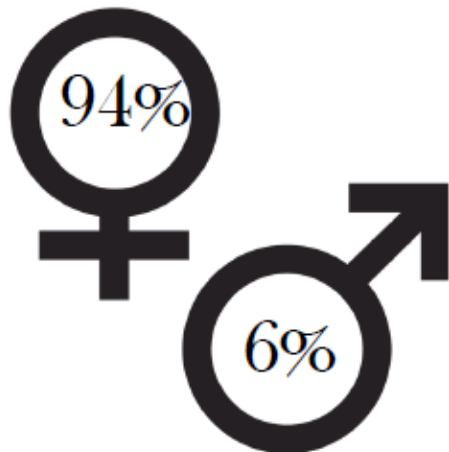
Quartiles



Gender Split of Whole Team;



Gender Split of our Part time Team;



Gender Pay Gap

Median: 4.7%

Mean: 5.6%

Average Median Pay Gap Nationally:
17.6% (ASHE Report 2018, ONS)

The beauty retail industry currently tends to have a higher number of customer facing roles which are typically held by women. The industry also lends itself well to flexible and part time working and at Charlotte Tilbury 47% of our team take advantage of this.

While, we are pleased that our median pay gap is significantly better than the national average, we would like on reducing this further.



Bonus Gap

Males receiving bonus: 50.7%

Females receiving bonus: 69.3%

Mean bonus gap: -8.3%

Median bonus gap: 26.7%

Bonus at Charlotte Tilbury Beauty includes sales incentives and commission. Given the high numbers of women working instore our figures show that more women than men received bonuses and the mean is also higher for women.

So far we:

Have a strict governance process regarding pay to ensure that all employees are treated fairly and consistently.

We have used external experts to provide market analysis to ensure we pay competitively for roles (regardless of gender).

Seek regular feedback from our team members through quarterly surveys where a number of areas including working practices and reward are explored. This informs our approach and helps us to adapt our practices.

Have flexible working arrangements which are available for all our team members.

Invested in Management Development to ensure that decisions around pay are linked to performance and enable our managers to coach the team to be their best.

What we will be doing:

Clarifying the competences for senior roles at Charlotte Tilbury Beauty Ltd, to enable us to design development and training for those seeking to progress into senior roles.

Developing an internal internship and back to work programme, enabling those who would like to progress their careers in new areas to be able to try this. Or to support those who have had a career break and would like to return to work, in making the transition

We believe wholeheartedly in the power of Winning Together and therefore are keen to encourage and support our whole team, to be part of a successful organisation which unlocks their potential.



Glossary:

Median

This is the middle point in a range of numbers, when ordered from lowest to highest.

Median Pay Gap

This is the percentage difference between the male and female medians, calculated on the male median.

Mean

This is the average of a range of numbers.

Mean Pay Gap

This is the percentage difference between the male and female means, calculated on the male mean.

Mean & Median Bonus

This calculated in the same way as the gender pay gaps, although using the actual bonus paid to colleagues.

Quartiles

These are calculated by ordering all males and females by hourly rate, then dividing into four equal quartiles and calculating the percentage gender mix in each quartile.

