



# GENDER PAY REPORT 2022

**CHARLES TYRWHITT**

JERMYN STREET LONDON

# Gender Pay Report

April 2022

Here at Charles Tyrwhitt we talk a lot about “Doing things Properly”, be that the clothes we make or how we treat each other. We’ve always prided ourselves on having an inclusive working environment where everyone can be, and wants to be, at their best.

## What have we been doing to become more inclusive;

- We’ve signed up to take part in the “Inclusive Employers” foundation assessment to benchmark where we’re at with our journey to inclusivity
- Undertook our second DEI survey, asking our colleagues what they think about working for CT and where we can do more
- Rolled out new policies to provide support and time off to any colleague experiencing: Pregnancy loss, Fertility treatment, Other health related life events such as medical treatments or gender reassignment surgery, Bereavement and the menopause
- Revised our Business Dress policy for Retail stores to be gender neutral to allow for greater freedom of expression
- Conducted workshops with colleague during National Inclusion Week on “Tackling Ableism” and “Emotional Intelligence for Maintaining Mental Health”
- During Black History Month we also ran colleague sessions covering an “Introduction to Anti-racism” and “Intersectionality and the Black Experience”

## Now let’s take look at our Gender Pay figures:

April 2022 is the first time in 2 years where the impact of furlough hasn’t negatively affected our figures. In line with government guidance, in 2020 and 2021 furloughed employees who were on less than full pay were excluded from the gender pay calculations. As a retail business we had our UK stores closed and colleagues on furlough when the 2020 and 2021 snapshots were taken, which skewed our results and made our Gender Pay gap look greater than it was.

Focusing on the 2022 results, they show that our Median Gender Pay Gap was just 2.2%, down from 9.6% last year. Our Mean Gender Pay Gap figure was 22.5%, down from 30.7% in 2021. Focussing on the Median number, this means that, at the mid-point, for every £1 a male colleague earns the median female colleague earned £0.98.

It’s pleasing to see our Median number dropping back to close to zero now all colleagues are included, and the impact of furlough has been removed (our 2.2% number is well below the 8.3% average Median rate as quoted by the ONS). The Mean gap has also stepped back considerably and as you can see from our quartile splits later in the report, we have an almost equal position in each bracket.

Let’s now take a more detailed look at our results and what sits behind them.

# Gender Pay at Charles Tyrwhitt

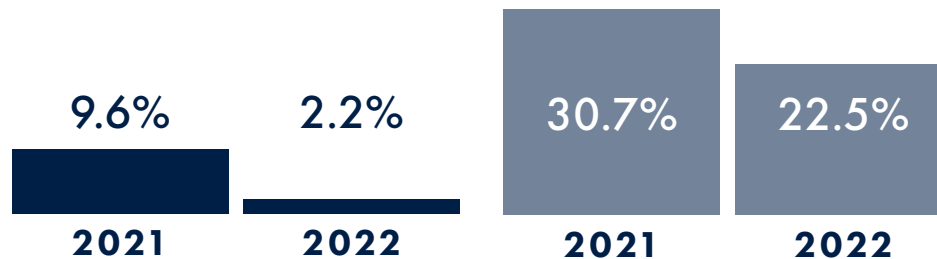
## CT'S GENDER PAY GAP

Median

The Median represents the **middle** point of our employee population earnings and therefore indicates what the 'typical' hourly rate is.

Mean

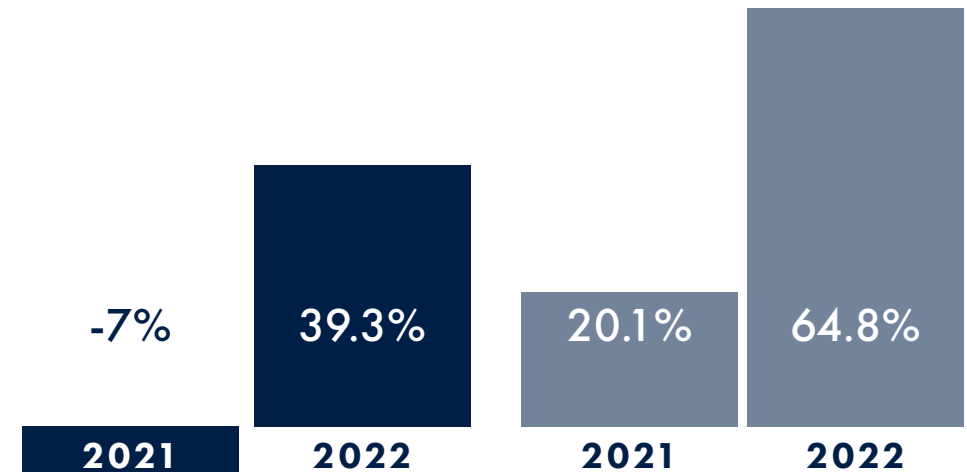
The mean represents the **average** hourly rate of all our male and female employees.



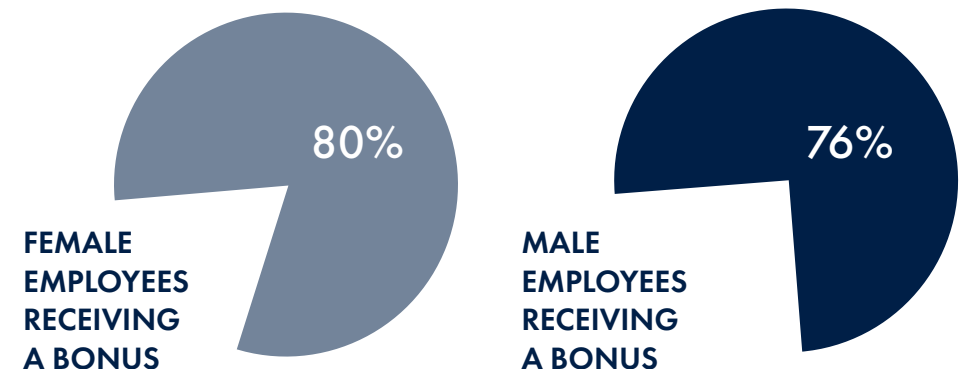
## CT'S GENDER BONUS GAP

Median

Mean

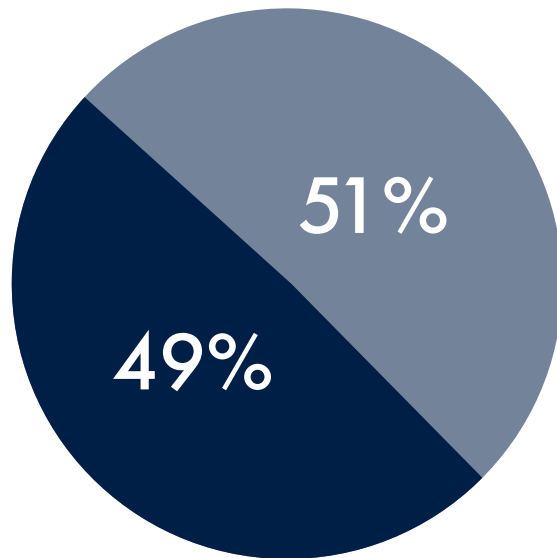


Across the two reporting periods you can see that our Gender Pay position has improved on both scales (Median and Mean). Looking at bonuses, the % of male and female colleagues receiving a bonus was high, with more female colleagues receiving a bonus across the year. Both our median and mean bonus gaps have become greater, simply because we paid out more bonuses this last year and we have a greater proportion of male colleagues in our most senior roles.

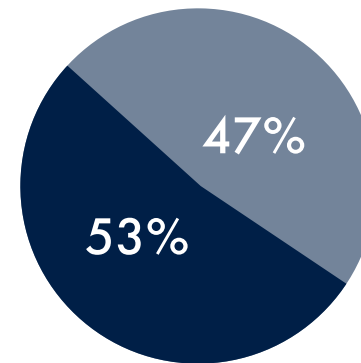


# Gender % Split

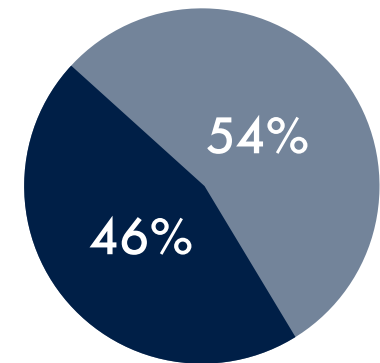
Total workforce split



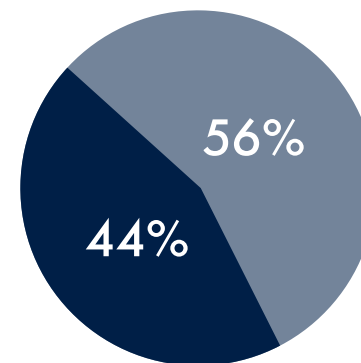
Upper Quartile



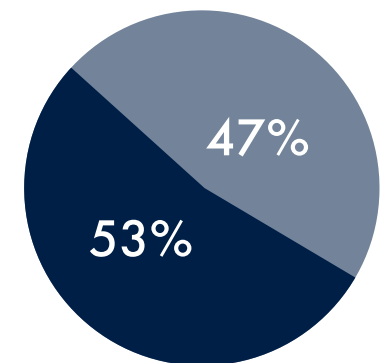
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Looking at the makeup of our workforce, it's pleasing to see that even as a menswear brand we can attract and retain a mixed and diverse workforce, with 49% of our colleagues being male and 51% female.

■ Male ■ Female

# Looking ahead

Our People ambition for the business remains clear: to create a working environment where everyone can be, and wants to be, at their best every single day. This means having an inclusive workforce where everyone is treated fairly and consistently.

As a business we remain committed to promoting gender equality and progression for all, indeed in the last financial year we had 80 colleagues (about 10% of our population) gain a promotion, which shows the opportunities which exist within our business. Over the next year we will continue to focus on this, making career pathways clearer and easier to see for all colleagues.

We continually ask our employees why they like working here, as well as what they think would make it a better place to work, through our participation in the annual Best Companies to work for survey, which guides our People agenda.

As outlined in the introduction, reflecting on our Gender Pay results this year we can see that we are in a balanced position at the median, which is pleasing to see.

Whilst our mean % is the bigger number, it has come down year on year and we are confident we understand the structural factors driving this and how we can face into this moving forward.

Looking ahead, we will continue to grow our efforts in this space. Working with Inclusive Employers on our mission to create an inclusive workplace we will review and revise our hiring practices to ensure we hire the best people we can into CT, regardless of their gender, age, religion, background or, well, anything else other than their sheer brilliance!

By focussing on these actions, we will continue to make CT a great place to work for everyone.

I can confirm that our gender pay gap statement is accurate and correct as at 5th April 2022.



**Phil Vickers**  
HR Director, UK & US