

Gender Pay Gap Statement

March 2018

Jon Richard aims to attract and retain the best people. Like our customers, our employees are vastly diverse in terms of age, nationalities and backgrounds.

We are proud and committed to promoting equality throughout our business, including equal pay for equivalent roles.

Background

Whilst we treat all candidates that apply to work for our business equally, as a jewellery retailer, our workforce is predominantly female both at store level and at our Head Office. However there are more males working at our Head Office than in stores on our Concessions.

Rates of Pay at our Head Office are generally higher than those within our warehouse and stores divisions, and as more males work at our Head Office than in these other divisions, this causes an imbalance in our data. It is also important to note that this report focuses on hourly rates of pay and not full benefit packages.

Our results

Gender Pay Gap	Women's Bonus Pay
27.1% Mean calculation	123.4% Higher Mean calculation
0.2% Median calculation	13.4% Lower Median calculation
Who received bonus pay	
1.6% Male 0.5% Female	

The **mean** is the average of all the Rates of Pay in the dataset.

The **median** is the middle value of a set of data; it is shown at the midpoint when a set of data is written out in order.

Pay Quartiles illustrate the gender distribution across our workforce.

Top Quartile
6.6% Men 93.4% Women
Upper Middle Quartile
5.3% Men 94.7% Women
Lower Middle Quartile
7.3% Men 92.7% Women
Lower Quartile
1.3% Men 98.7% Women

The fact that our workforce is predominantly female is because we largely attract applications from females. We tend to find, throughout the recruitment process, that this is due to their strong interest in jewellery and wanting to work for a brand that they genuinely would be proud to represent.

In addition to the above, women are often underrepresented in senior roles; however we have a strong ethos in ensuring that there is a strong female representation at the executive level within our business.

How we promote Fair Pay

We are confident at Jon Richard that men and women are paid equally for carrying out equivalent roles and in order to ensure that we are consistent, we have several policies and processes in place, such as; Equal Opportunities and Fair Treatment Policies, Structured Pay Bandings and Annual Performance Reviews. In addition we promote our flexible working process and have a number of staff who work flexibly.

Our store employees who are responsible for recruitment also have recruitment guides and standard interview templates, to assist them in recruiting fairly.

All of our policies and processes are regularly reviewed by our Human Resources Team to ensure that they are kept up to date and amended if necessary.

We continue to focus on Gender Pay ensuring that we are never complacent. We will continue to promote our policies and process throughout the business to ensure equality.

I confirm the data reported is accurate.



Louise Yates
Managing Director