



# GENDER PAY GAP REPORT 2017

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We are recognising the Government's commitment to tackling gender inequality as a business of over 250 employees, and so we're publishing our gender pay gap results as at April 2017.

The gender pay gap shows the difference in our average pay of our male and female employees across Sally Salon Services Limited in England, Northern Ireland, Scotland and Wales.

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## OUR FINDINGS

There is no inconsistency between how we pay men and women for the same role but there is a pay gap driven by how our teams are structured.

Our employees here at Sally are 88% female with the majority of roles within our stores. We are proud to offer flexible working across our teams and provide careers in retail with a variety of roles as well as hours. In contrast, the current make up of senior roles at our Head Office shows a higher proportion of men to women in some higher paid roles. We're confident that the men and women we employ are paid equally and fairly for equivalent roles, however the numbers don't tell the whole story.

## MEAN & MEDIAN AVERAGES

The mean average of pay men to women was

**37.8%**  
HIGHER

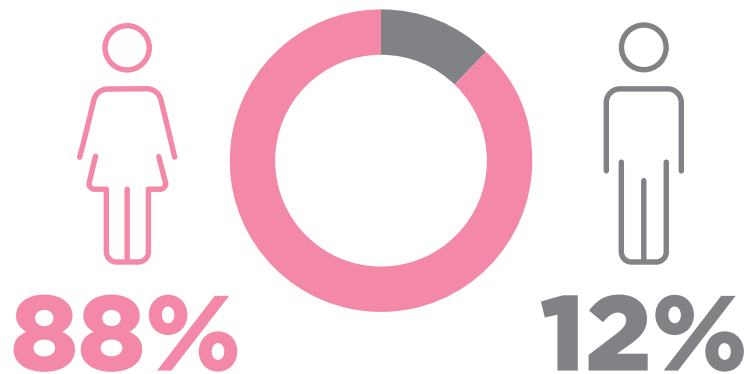
The median average was

**16.5%**  
HIGHER

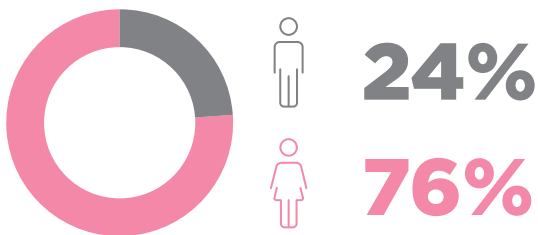
## PAY QUARTILES

Total number of employees

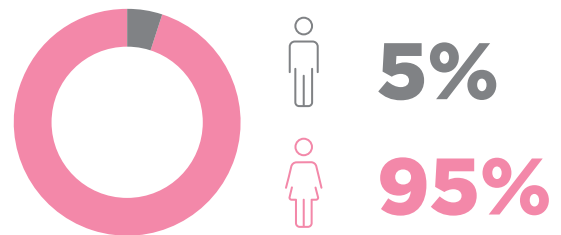
**1,598**



TOP QUARTILE



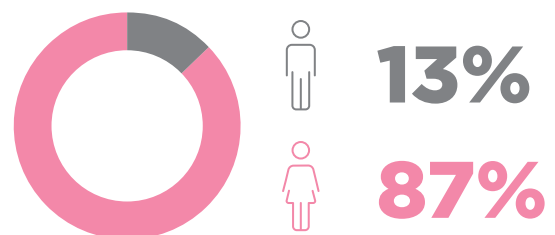
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE

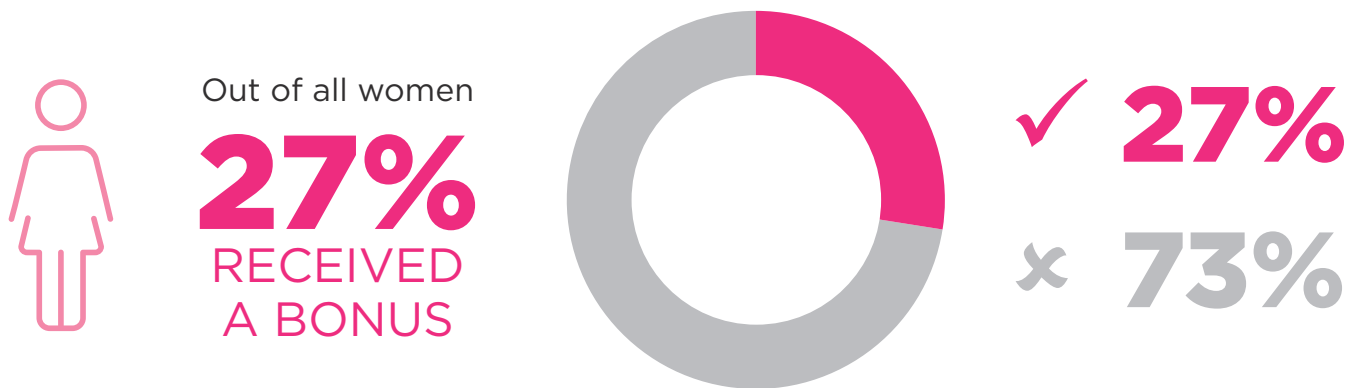
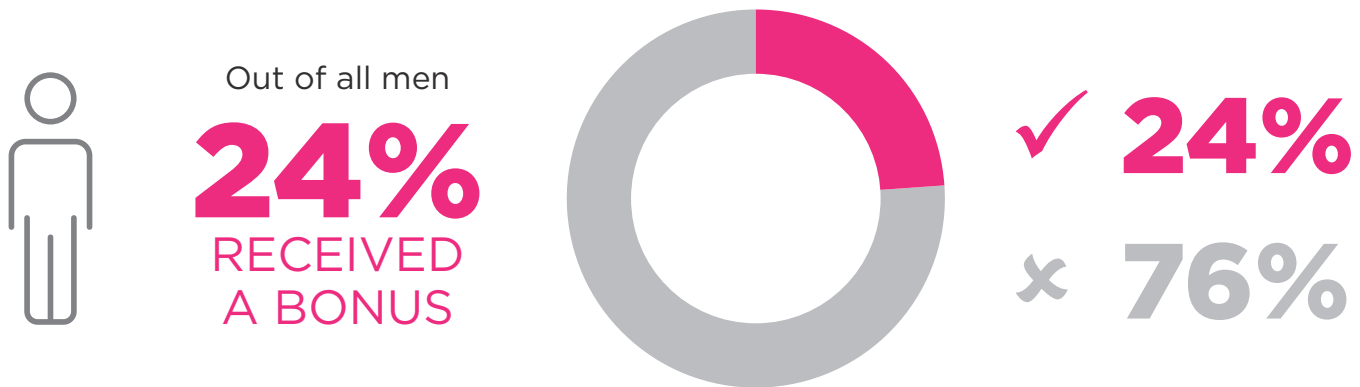


LOWER QUARTILE



# GENDER BONUS PAY GAP

Looking at the bonus pay within the business, we have found:



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The mean average of bonus pay men to women was

**72.3%**  
HIGHER

The median average was

**71%**  
HIGHER

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We support our men and women to develop themselves to their utmost potential. We pay men and women equally for the same role and are committed to ensuring we have fair opportunities for both men and women.

I confirm that the information contained within this report is accurate.

*Jo Finch* Business Operating Office, Sally Salon Services Ltd.