

little  
MOONS  
MOCHI ICE CREAM



*Gender Pay Gap Report 23/24*

# What is Pay Gender Gap

Gender Pay Gap reporting is a regulation under the Equality Act 2010. As an employer of more than 250 people, we are required to publish our Gender Pay Gap results, data is taken from those employed on 5<sup>th</sup> April 2023.

We must report on 6 metrics that show the difference in average earnings of all men and all women who work as part of the Little Moons team. These metrics are:

## Hourly rate

Mean Average Gap  
Median Average Gap

## Pay Quartiles

## Bonus Pay (12-month period)

Proportion of men and women  
Mean Average Gap  
Median Average Gap

The Gender Pay Gap is not to be confused with equal pay, which is when there is a difference in pay between men and women who carry out the same or similar job or work of equal value.

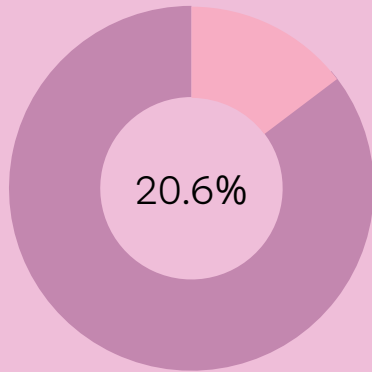
Within the report, any number above zero represents a gap in favour of men, any minus figure is favourable to women.



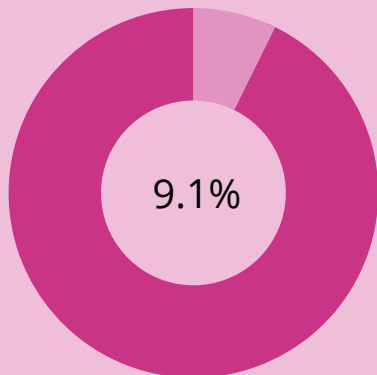
# Our Results – Ordinary Pay

Snapshot date 5<sup>th</sup> April 2023

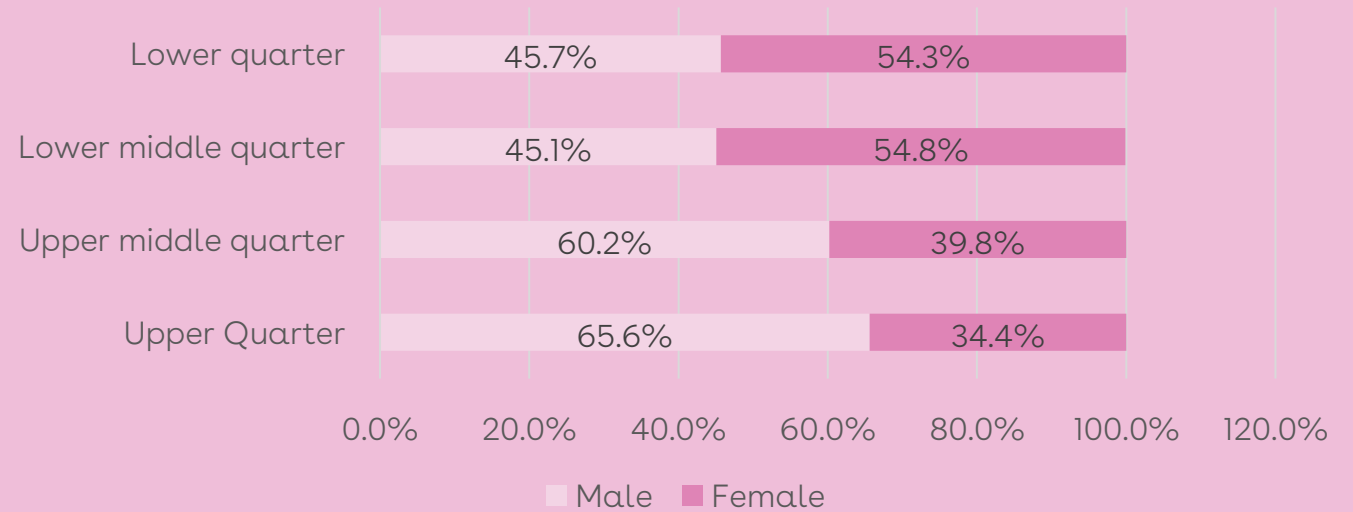
Mean Pay Gap



Median Pay Gap



Proportion of Male and Female in each Pay Quartile

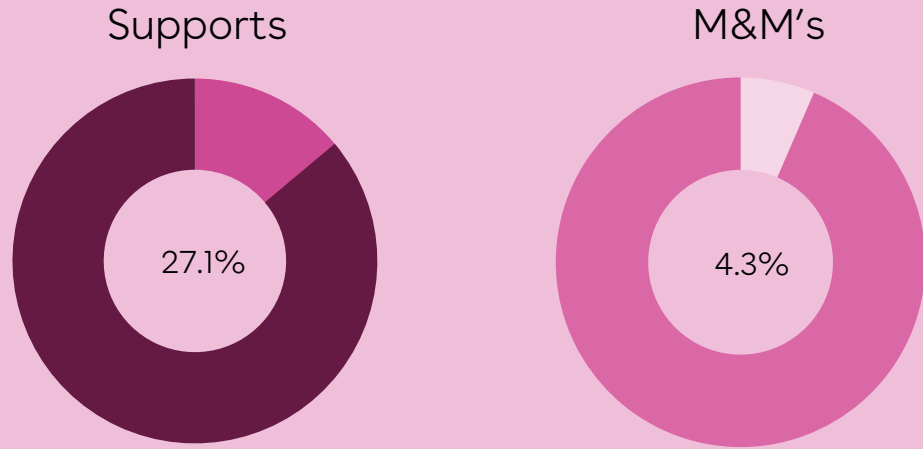


The UK Gender Pay Gap is: 14.8%

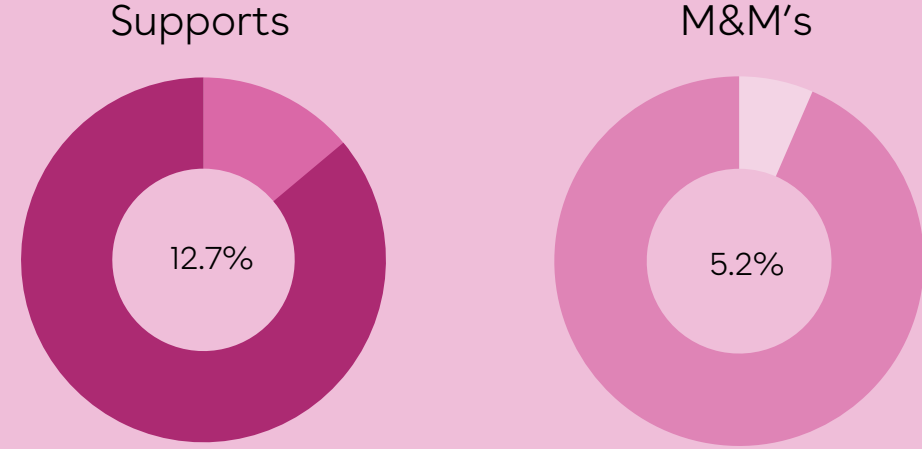
Gender	Total
Male	202
Female	171

# Our Results – Ordinary Pay (Supporters & M&M's)

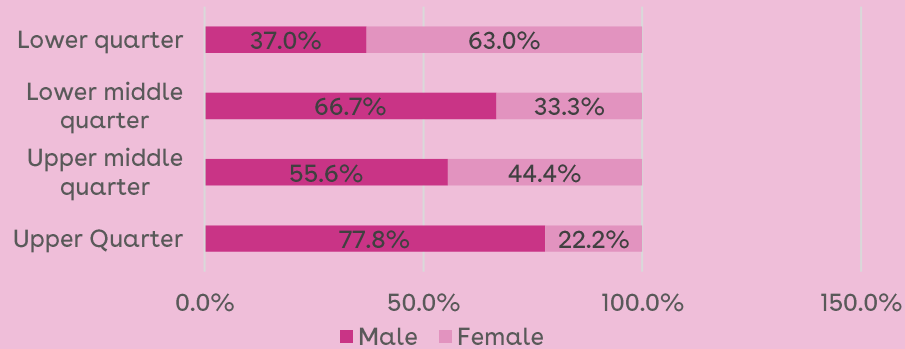
Mean Gender Gap



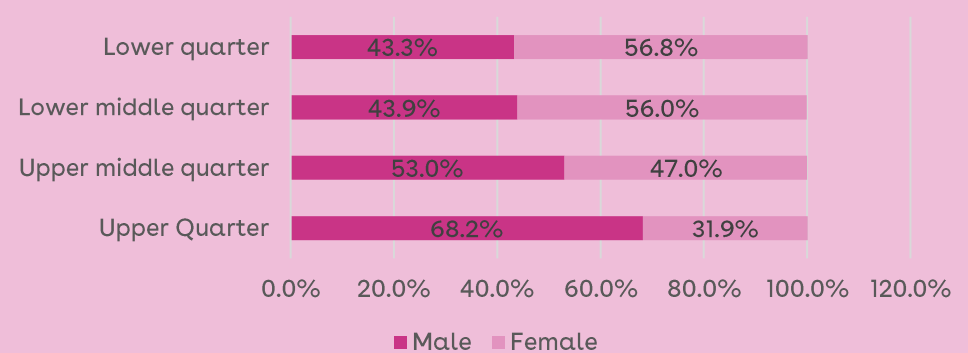
Median Gender Gap



Proportion of male and female in each pay quartile (Supporters)

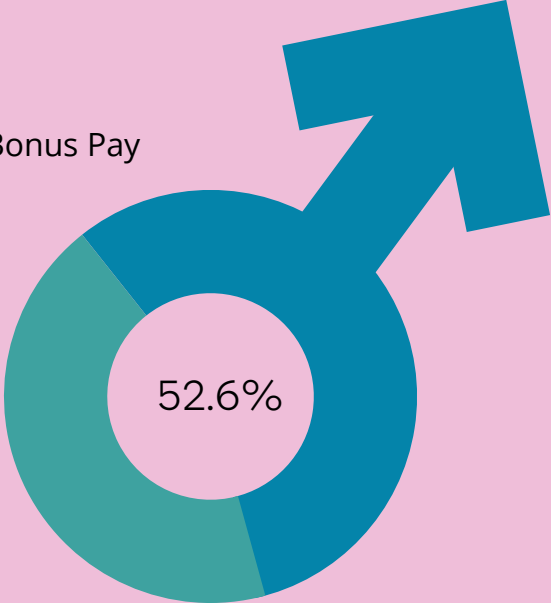
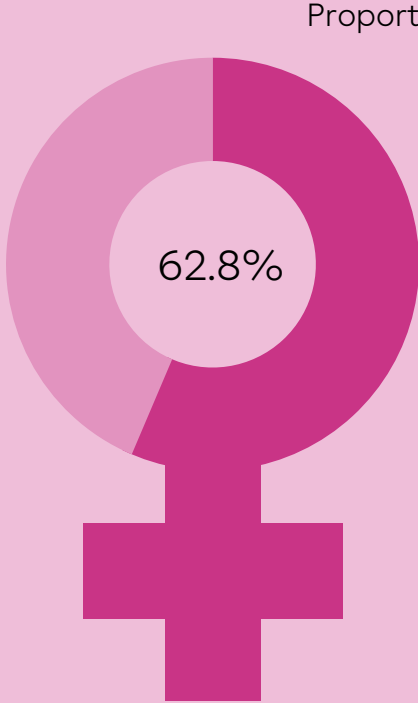
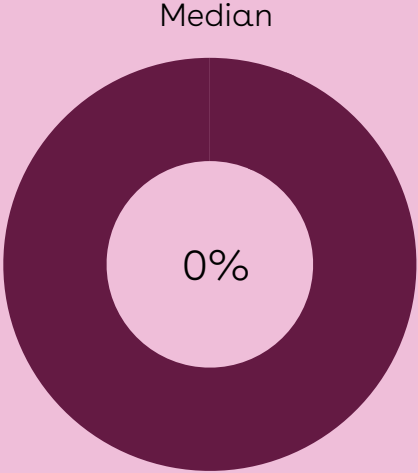
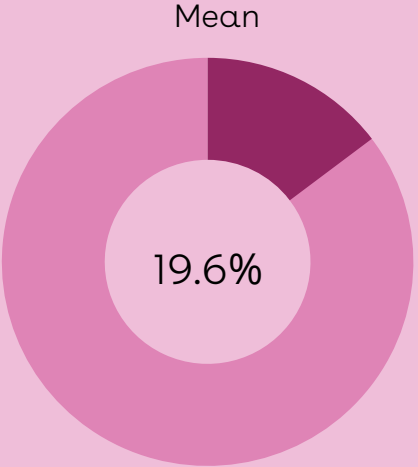


Proportion of male and female in each pay quartile (M&M's)



# Our Results – Bonus Pay

2023 (12 months)

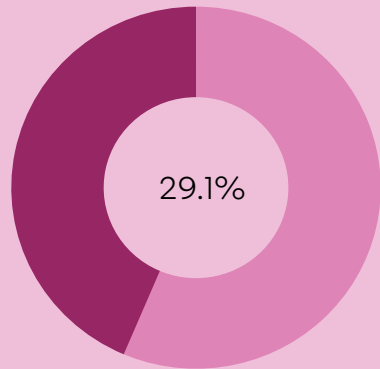


At Little Moon's women are more likely to receive bonuses due to having more junior roles.

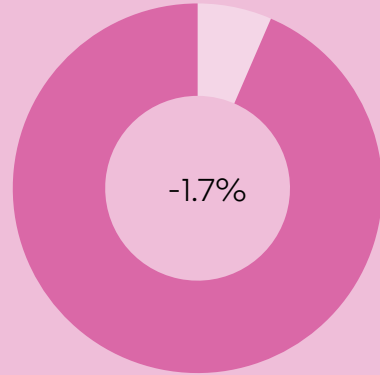
# Our Results – Bonus Pay (Supporters & M&M's)

## Supports

Mean

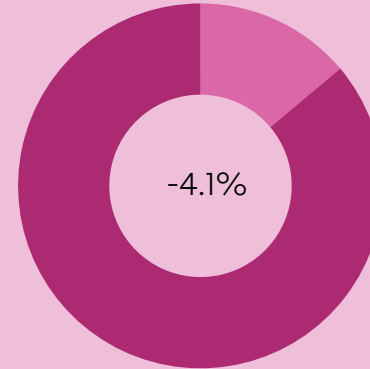


Median

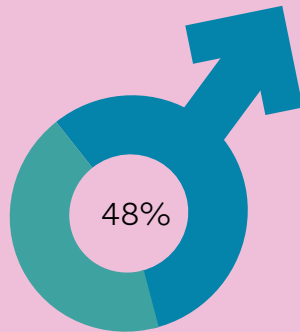
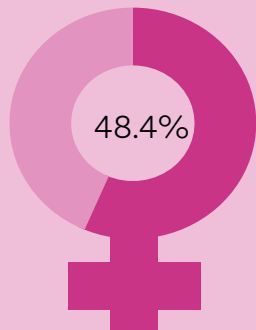
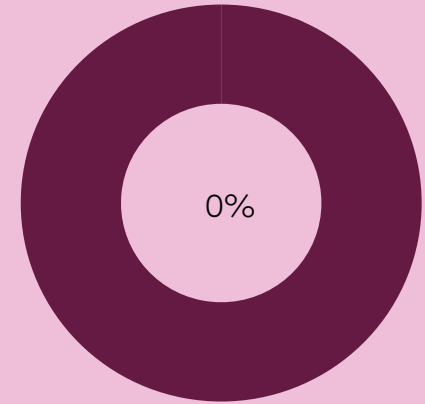


## M&M's

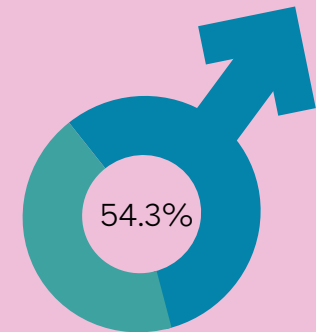
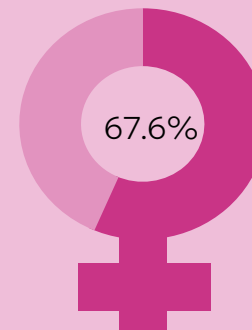
Mean



Median



Proportion of Bonus Pay



# Supporting Comments

- At Little Moons, everyone is paid for their role in the team and their performance in that role. No other factors affect employee remuneration, Little Moons is an equal-pay employer – men and women performing equal work receive equal pay.
- Little Moons do have a Gender Pay Gap – the ordinary (i.e. contractual) pay, our mean Gender Pay Gap of 20.60% is above the national average of 14.8% this is due to more men being in senior positions within the organisation. This gap has also increased compared to last year’s report, however again this is solely due to the senior positions being filled by men.
- The proportion of male and female employees split into quartile bands based on their ordinary pay illustrates that there is a significant gender pay gap in the upper quartile, this is due to the senior positions employed by Little Moon being male-dominated professions.
- Our bonus mean gender pay gap has decreased significantly. Everyone at Little Moons has an opportunity to earn a bonus, members of the team who didn’t receive a bonus were new starters.
- We will continuously explore how we can close any gaps found within the organisation to create more gender balance, given that we have more men in senior positions than women. We practice equal opportunities, and we firmly believe in appointing the best candidate for a role regardless of gender or other factors covered by the Equality Act.

