



Gender Pay Gap Supporting Statement

Metropolitan Gaming as an employer is by law required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap Report involves six calculations that show the difference between the average earnings of men and women within our company; this does not involve publishing individual employee's data.

The details we have used for this report has been gathered from our existing HR and payroll records.

The snapshot date for the Gender Pay Gap Report this statement relates to is 05th April 2021. On this date we had a bank holiday, meaning not all employees worked. Due to the pandemic the majority of the workforce were also placed on furlough which has caused these figures to differ compared with previous years.

Due to the pandemic the headcount also changed within the company; the figures recorded in the previous year looked at a headcount of 1336 relevant employees. This year's report however is only looking at a headcount of 626 which is over half of the headcount from the previous year. Of the relevant employees on the snapshot date only 38% were women.

Measurement	Percentage (%)
The difference between the mean hourly rate of pay for full-pay relevant male & female employees	8.6%
The difference between the median hourly rate of pay for full-pay relevant male & female employees	6.1%
The difference between the mean bonus paid to male & female employees	74.5%
The difference between the median bonus paid to male & female employees	11.1%
The proportion of male employees paid a bonus in the 'relevant period'	4.3%
The proportion of female employees paid a bonus in the 'relevant period'	5.2%

London Clubs International Limited, 55 Baker Street, London W1U 8EW T +44 7518 0000
Metropolitan Gaming is a trading name of London Clubs International Limited. www.metropolitangaming.com

A private limited company registered in England and Wales under company number 02862479. Registered office: 55 Baker Street, London W1U 8EW.

Metropolitan

G A M I N G

Measurement	Percentage (%)	
The proportion of full-pay male employees in each salary quartile	Lower:	55.1%
	Lower middle:	62.8%
	Upper middle:	61.1%
	Upper:	66.8%
The proportion of full-pay female employees in each salary quartile	Lower:	44.8%
	Lower middle:	37.1%
	Upper middle:	38.8%
	Upper:	33.1%

Actions to close the gap

- At Metropolitan Gaming we encourage career development across genders and all seniority levels of the organisation through in house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time colleagues.
- We have put in place a fair pay structure to ensure all employees are treated equally for the same roles.
- Within our recruitment process we ensure the most suitable candidate is chosen for the position, regardless of gender, or any other forms of discrimination.
- We are constantly reviewing our processes and policies to ensure we always remain fair and consistent.

This statement which is made pursuant to Regulation 2 of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, is true and accurate to the best of my knowledge and belief.



Alexis Oswald
Managing Director

London Clubs International Limited, 55 Baker Street, London W1U 8EW T +44 7518 0000
 Metropolitan Gaming is a trading name of London Clubs International Limited. www.metropolitangaming.com

A private limited company registered in England and Wales under company number 02862479. Registered office: 55 Baker Street, London W1U 8EW.