



THE ARTS CLUB

GENDER PAY GAP REPORT 2025



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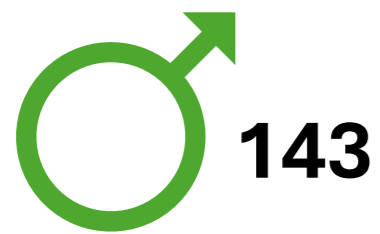
The Gender Pay Gap Reporting Regulations were introduced in 2017 which requires employers to take action to identify and publish any gender pay gaps within their organisation. Under the regulations, organisations with 250 employees or more must, on a given 'snapshot' date, report annually on their gender pay gap using six differing measures. For the 2025 report, the snapshot date is 5th April 2025.

At The Arts Club, we consider diversity and inclusion as fundamental values that fuel our success. We are committed to guaranteeing that every team member, irrespective of gender, is treated fairly and equitably in all areas of their employment, including compensation. We are very pleased to report that the mean and median gender pay gaps have improved from last year.

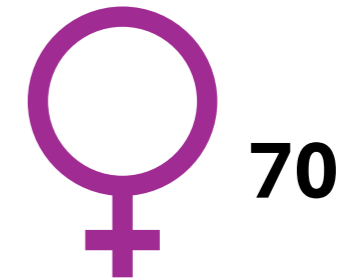
One of the key factors contributing to the gender pay gap in the UK hospitality industry is the traditional predominance of men in senior positions, such as Chief Executive Officer, Chief Financial Officer, Executive Chefs and Directors of Engineering. To address this issue, we are committed to continuous monitoring and regular reviews to ensure our recruitment and learning & development practices are equitable and fair. We actively encourage and support female employees in advancing their careers to their fullest potential.

The Arts Club has always been and will continue to champion diversity, promote equality, and ensure a positive and inclusive experience for everyone.

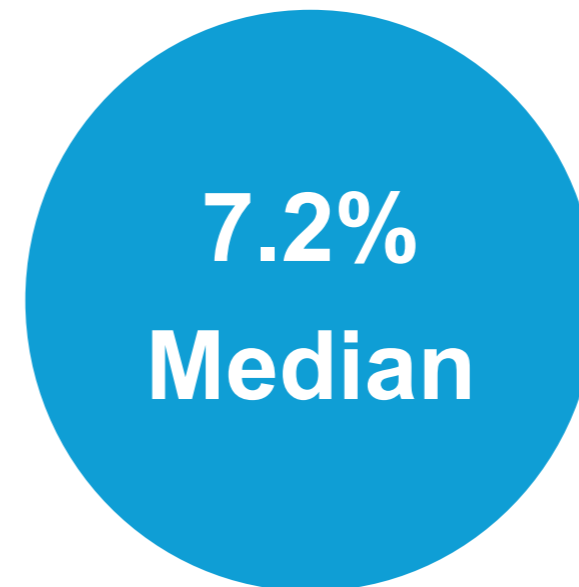
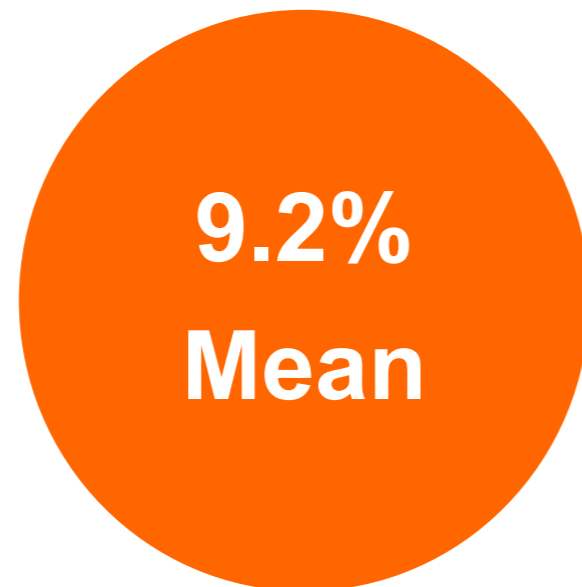
Our Gender Pay Gap Data



There were 213 relevant employees (out of 272 employees) included in this Gender Pay Gap Report, of which 143 were male and 70 were female.

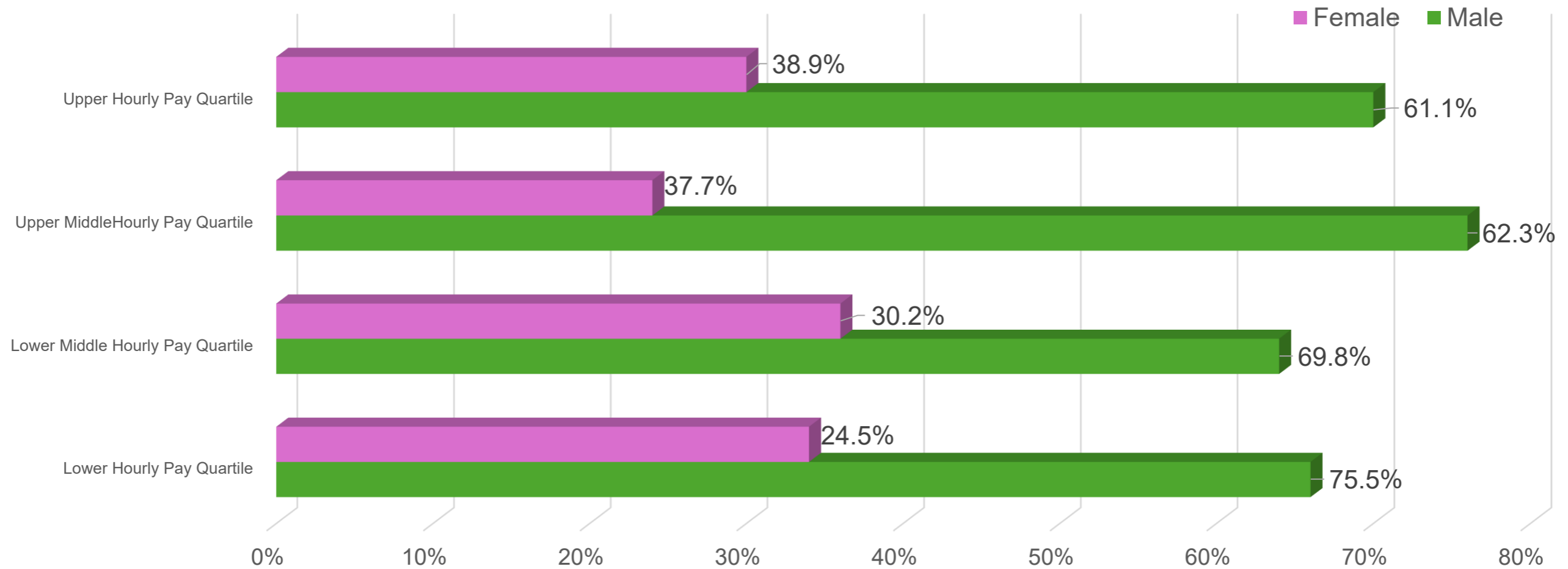


Mean & Median Gender Pay Gap



Our Mean Pay Gap is 9.2% (vs 6.0% last year), while the Median Pay Gap is slightly higher than 2024 and significantly lower than the UK median gender pay gap in 2025 (12.8%). This means our gender pay gap is lower than UK Median continuously.

Proportion of Males & Females in each Pay Quartile



Males make up 67.3% of our workforce (vs 69% last year). Consequently, there is a higher proportion of males compared to females in each of the four pay quartiles.

Proportion of Males & Females Receiving Bonus



87% male and 84% female team members received bonus pay in the relevant period, showing male and female team members had equal opportunity in terms of bonus pay eligibility.

Mean & Median Bonus Gap



Median Bonus Gap was 0% (same as last year), Mean Bonus Gap was 14% (vs -8% in 2024 & vs 37.1% in 2023), meaning on average, female team members received 14% less bonus than male team members, and with a huge improvement on the mean bonus gap from 2023. This could be because there is a higher number of male leaders compared to female leaders, which is seen throughout the hospitality industry. The company is actively working on reducing this gap.

Conclusions

From the data, it can be concluded that The Arts Club has made significant strides in closing gender pay gaps. There is a commendable balance in bonus pay and bonus eligibility between male and female employees. The primary disparity arises from the proportion of female to male team members.

On the snapshot date, 67.3% of the total relevant employees were male, resulting in a similar trend across the four pay quartiles. While it is widely recognised that the hospitality sector tends to be more male-dominated, particularly in senior positions – with a male to female employee ratio of 60:40 in the UK hospitality sector in 2025 – The Arts Club is dedicated to eliminating all gender pay disparities, increasing the proportion of female employees, and supporting their development within our organisation.



Action Plan

We will take the following actions to create a more equitable and inclusive environment for all our team members with an aim to help more female team members create a long term and successful career with us:

- Regularly review our pay and reward structure to ensure a more transparent and fair structure
- Review and implement policies that promote diversity and inclusion within the organisation
- Discuss trends in diversity and inclusion, championing impactful and positive changes initiated at the Executive Team level and implemented across all levels of employees
- Monitor our gender pay gap year on year and continue to identify actions that will contribute to closing the gap
- Review our recruitment strategies to attract a diverse range of candidates joining the organisation
- Conduct job analysis to identify and create job roles, that were traditionally occupied by male, to be more “gender neutral”, i.e. creating level playing field for both genders

Declaration

I confirm that the gender pay gap information published in this report is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Maurine Yeung
People & Culture Director