



Edutainment Operations Ltd t/a KidZania London

Gender Pay Gap Report

Up to April 2021

Published April 2022

Gender Pay Gap Report – For the Period up to 5th April 2021

Understanding the gender pay gap

Since April 2017, the UK Government's Gender pay Gap regulation requires companies in the UK with over 250 employees to disclose their gender pay gap annually.

What is the gender pay gap?

The gender pay gap is the average difference between the **mean** or **median** hourly rates of pay using various statistics. It takes into account all jobs at all levels and all salaries within the organisation.

It is important to note that 'gender pay gap' is not the same as 'equal pay' which is the difference between the amounts paid to males and females who carry out similar jobs.

Understanding the mean

The mean is the difference between the **average** hourly earnings of men and women. These are calculated separately for both male and female employees.

Understanding the median

The median is the difference between the **midpoints in the ranges** of hourly earnings of men and women. Again, this is calculated separately for male and female employees.

Gender Pay Gap Report Edutainment Operations Limited t/a KidZania London

RESULTS

Mean Gender Hourly PayGap:

- 1.3%

The mean gender pay gap shows that the mean hourly rate for male employees is slightly lower than the mean hourly rate for female employees. This headline mean gender pay gap of -1.3% is below the UK average of 7.4% (source: November 2020 ONS)

Median Gender Hourly PayGap:

-4.2%

The median gender pay gap shows that the median hourly rate for males and females is slightly lower for Males.

Bonus Pay Gender Pay Gap

Due to the closure of our business and utilisation of the Furlough scheme, we did not give any bonus's in this year.

Mean Gender Bonus Pay Gap:

N/a

Median Gender Bonus PayGap:

N/a

**Headline Gender Pay Gap figures
For the Period 6th April 2020 to 5th April 2021**

Category	Percentage
Mean gender pay gap in hourly pay	-1.3%
Median gender pay gap in hourly pay	-4.2%
Mean Bonus gender paygap	N/a
Median Bonus gender paygap	N/a
Proportion of male employees receiving a bonus	N/a
Proportion of female employees receiving a bonus	N/a

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Pay Quartiles by Gender:

- The quartiles show the proportion of male and female full-pay relevant employees split into four pay bands.
- These quartile bands have been calculated by ranking employees from lowest to highest paid, then divided into four equal parts with the percentage of men and women in each of these quartile bands then calculated.

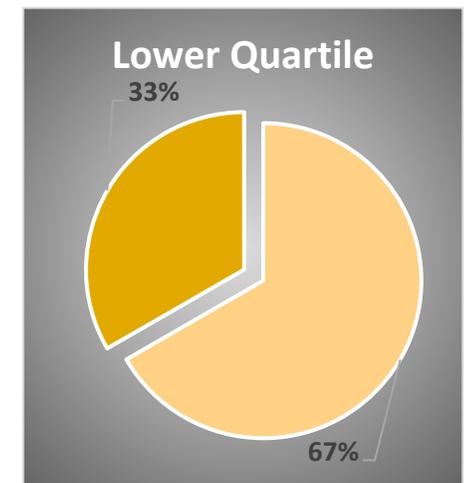
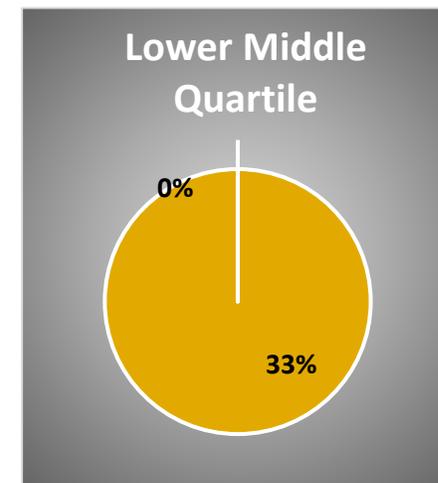
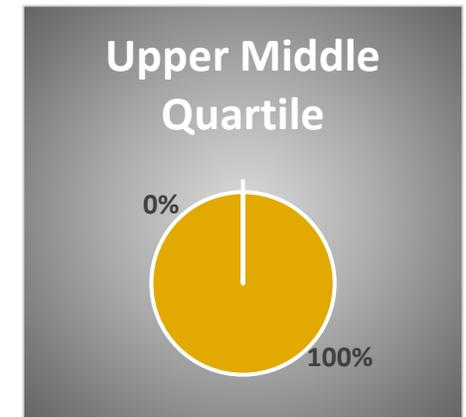
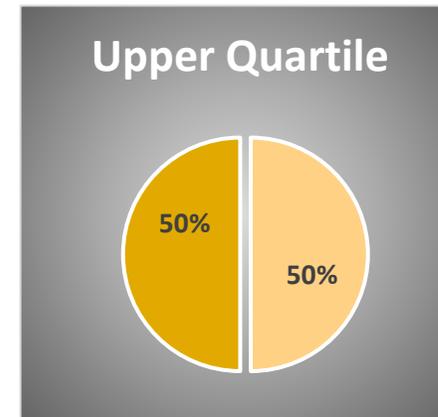
The results show the following:

Due to the effects of the Pandemic, we only have 6 full-pay relevant employees to report on.

- Lower Quartile = 2 Males, 1 Female
- Lower Middle Quartile = 1 Female
- Upper Middle Quartile = 1 Female
- Upper Quartile = 1 Male, 1 Female

Gender Split Per Quartile Pay Band

WOMEN  MEN 



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SUMMARY

- The company was significantly impacted by the COVID-19 pandemic. Having to close its operation, the company had a high percentage of employees on furlough leave by the snapshot date of 5th April 2021 which affected the calculations for hourly pay gender pay gap as well as the number of men and women in the quartile pay bands.
- The bonus gender pay gap calculations covers 286 relevant employees and the hourly pay gender pay gap calculations covers just 6 relevant full pay employees across every department within Edutainment Operations Limited t/a KidZania London who were not part of the Furlough scheme.
- Similarly, during this pay period, we did not pay any bonuses.
- As we are only able to report on 6 full pay employees at the time of snapshot and as such, our results are not true to our usual organisation as you can see from previous years whereby our results are more equally matched.

Category	Percentage
Mean gender paygap in hourly pay	-1.3%
Median gender pay gap in hourly pay	-4.2%
Mean Bonus gender paygap	N/a
Median Bonus gender paygap	N/a
Proportion of male employees receiving a bonus	N/a
Proportion of female employees receiving a bonus	N/a

I confirm the information and data reported is accurate as at snapshot day, 5 April 2021

Patricia Rayneau

Chief Operating Officer