

J D Wetherspoon plc

Gender pay gap report 2024

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What is the gender pay gap?

The gender pay gap is a measure of the difference in the average pay of men and women across the company – regardless of their role.

How are the median and mean gaps calculated?

We have used those calculations set out in the gender pay gap reporting regulations¹.

The 2024 results

	2024	2023	2022	2021	2020	2019	2018	2017
				All employees before the COVID-19-related lockdown ^{##}	All employees before the COVID-19-related lockdown [^]			
Employee numbers	38,794	37,886	36,356	36,177	42,820			
Male/female employees (%)	50/50	49/51	48/52	47/53	47/53	48/52	49/51	49/51
Median gender pay gap (%) [#]	0.08	0.72	1.06	0.00	-0.45 [#]	0.23	1.21	2.53
Mean gender pay gap (%) [#]	2.49	3.08	3.84	3.64	3.97	4.17	4.45	5.23
Median bonus pay gap (%) [#]	20.28	23.47	28.99	25.7	25.39	29.47	27.48	27.68 [*]
Mean bonus pay gap (%) [#]	32.89	26.47	35.42	35.95	34.82	38.12	41.39	39.71 [*]
Male/female receiving a bonus (%)	90/91	85/86	83/83	99/99	89/90	90/91	89/90	87/87
Upper quartile male/female (%)	54/46	54/46	53/47	51/49	50/50	48/52	55/45	55/45
Upper-middle quartile male/female (%)	47/53	48/52	47/53	48/52	44/56	52/48	50/50	54/46
Lower-middle quartile male/female (%)	50/50	51/49	49/51	47/53	52/48	48/52	43/57	40/60
Lower quartile male/female (%)	48/52	44/56	42/58	43/57	43/57	42/58	46/54	45/55

*Figures for 2017 were amended in 2018 to include a missed bonus payment for 51 employees.

[#]A positive pay-gap figure means that, on average, men earned more than women; a negative pay-gap figure means that, on average, women earned more than men.

[^]2020 results: There were only 52 employees deemed to be in relevant employment on the snapshot date of 5 April 2020, most based at head office. An additional 42,768 employees had been placed on the coronavirus job retention scheme (CJRS) and were on furlough on the snapshot date. In order to provide a comparison with previous years, however, the same calculations were made based on the 42,820 employees who, before the COVID-19-related lockdown on 20 March 2020, were working in our pubs, hotels and at head office, in Great Britain and Northern Ireland (employees in the Republic of Ireland were not included).

^{##}2021 results: There were only 168 employees deemed to be in relevant employment on the snapshot date of 5 April 2021, most based at head office. An additional 36,009 employees had been placed on the coronavirus job retention scheme (CJRS) and were on furlough on the snapshot date. In order to provide a comparison with previous years, however, the same calculations were made based on the 36,177 employees who, before the COVID-19-related lockdown on 3 January 2021, were working in our pubs, hotels and at head office, in Great Britain and Northern Ireland (employees in the Republic of Ireland were not included).

¹<https://www.gov.uk/government/collections/gender-pay-gap-reporting>

Understanding the results

Mean (average) gender pay gap

This figure uses the hourly pay of all full-pay employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women.

The mean (average) gender pay gap is 2.49% (2023: 3.08%).

Median gender pay gap

This compares the hourly pay rate of the median (middle) man (when all men are sorted in order of their hourly pay, from the lowest to the highest) with that of the median (middle) woman (when all women are sorted in the same way).

The median gender pay gap is 0.08% (2023: 0.72%).

Bonus payments

Regulations require that the median and mean bonus gap results be calculated on the value of any bonus earned, taking no account of hours worked. On average, female employees work fewer hours.

On a per-hour calculation, which is the method of calculating the median and mean pay, the median and mean bonus gap is 0% and 0%, respectively (2023: 2.78% and -0.58%).

In the financial year ending July 2024, the company paid £49m in respect of bonuses and free shares to employees, of which 95.6% was paid to staff below board level and 82.7% to staff working in pubs. Overall, 89.6% of all employees received a bonus (2023: 85.48%) and 24,500 employees are shareholders.

Further details are provided in appendix 1.

Declaration

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2024 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

John Hutson
Chief Executive
17 January 2025

Appendix 1

£569 million in free shares and bonuses paid to employees since 2006

86.3% paid to pub staff

Wetherspoon News (Winter/spring 2024/25)

Since the early 1980s, Wetherspoon has awarded bonuses, free shares and 'share options' to pub employees. The current scheme of paying monthly bonuses to all pub employees, subject to certain criteria, started in 1998, with a government-approved free share scheme introduced in 2003.

Bonuses and share schemes provide an extra incentive for people to stay with the company: there are 26 employees who have worked for the company for more than 30 years, 662 for more than 20 years, 4,056 for more than 10 years and 11,444 for more than five years. Since 2006, the company has paid £569 million to its employees in respect of bonuses and free shares.

Of the recipients, approximately 96.5% went to employees below board level, with around 86.3% paid to employees working in pubs. Employees are eligible for bonuses from the commencement of their employment and are eligible for free shares after 18 months.

In the financial year ended July 2024, bonuses and free shares of £49 million were awarded (see table overleaf), with 96% of employees receiving a bonus and/or shares in that period. At the current time, 24,510 of our 42,300 employees have been awarded free shares in the company.

It's probably true to say that no one earns a vast fortune from these schemes. However, as far as the company is aware, Wetherspoon consistently pays a bigger percentage of its profits to its employees, by way of bonuses and free shares, than any other large pub/restaurant company or retailer.

Since the share scheme was introduced, Wetherspoon has awarded 30 million shares to employees – approximately 25% of all shares in existence today.

Wetherspoon's chief executive, John Hutson, said:

"People are vital to the success of the business. Our bonus and share schemes are a good way to share in the company's success."

Bonuses and shares

Wetherspoon: Bonuses and free shares vs profits, 2006–24 ¹			
Financial year	Bonuses and free shares £m	Profit after tax (loss/profit after tax) ² £m	Bonuses etc as % of profit
2024	49	59	86
2023	36	28	129
2022	30	-25	–
2021	23	-146	–
2020	33	-39	–
2019	46	80	58
2018	43	84	51
2017	44	77	57
2016	33	57	58
2015	31	57	53
2014	29	59	50
2013	29	65	44
2012	24	57	42
2011	23	52	43
2010	23	51	44
2009	21	45	45
2008	16	36	45
2007	19	47	41
2006	17	40	41
Total	569	690	53.7³

¹Source: J D Wetherspoon plc's annual reports and accounts 2006–24

²International Financial Reporting Standards (IFRS) 16 was implemented in the year ending 26 July 2020 (FY20).

From this period, all profit numbers in the above table are on a post-IFRS-16 basis.

Before this date, all profit numbers are on a pre-IFRS-16 basis.

³Shares and bonus as a percentage of profit excludes 2020, 2021 and 2022.

