A photograph of four staff members (two men and two women) in a darts bar, wearing light blue shirts and dark trousers with aprons. They are smiling and standing together. The background features dartboards, a bar counter, and warm lighting.

GENDER PAY GAP REPORT

KEY RATIOS & EQUALITY 2024



WHAT IS GENDER PAY GAP?

At Flight Club Darts, we're a family that supports each other. We are committed to ensuring we treat and reward all our team members fairly.

This Gender Pay Gap Report is taken on a snapshot date of 5th April 2024 and based on the 820 team members working for us at that time, in various roles, across our venues and central teams.

WHAT IS THE MEAN GENDER PAY GAP?

The mean gender pay gap is the difference between the average hourly earnings of men and women.

WHAT IS THE MEDIAN GENDER PAY GAP?

The median gender pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

We have followed the calculations in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

OUR GENDER PAY GAP RESULTS



Pay Gap (Mean)

0.4% (towards male)



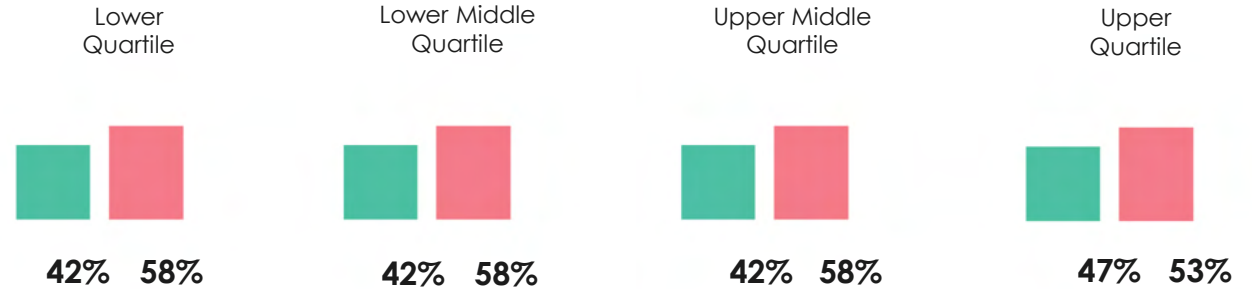
Pay Gap (Median)

-1.6% (towards female)

UK 2024 average of (13.1%)

- Women
- Men

Gender Distribution Per Pay Quartile



Bonus

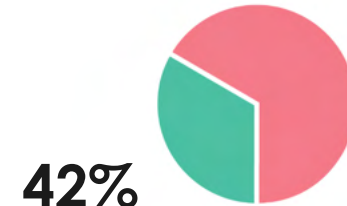


Bonus Gap (Mean)

39.4%

Bonus Gap (Median)

-30% (towards female)



42%

of eligible employees receiving a bonus were **female**

58%

of eligible employees receiving a bonus were **male**

Total Gender Distribution

43%



57%

OUR GENDER PAY GAP RESULTS

- At Flight Club Darts, we actively stand for gender equality and inclusion. We're passionate and committed to our teams and about how we work together, learn, develop, and celebrate our wins. We believe in equal pay for equal work and use this as the basis for how we remunerate everyone, and we continuously monitor this through yearly pay and benefits reviews.
- Our median (or midpoint) gender pay gap is -1.6% favourable to female, and our mean gap (the differences between the average earnings of males and females) is 0.4% favourable to male. We are incredibly proud of these figures, as we are below the median UK average of 13.1%.
- Our median bonus gap is -30% favourable to females, which has been influenced by length of service. In the roles that are heavily influencing this figure, the female team members had been in their role for a longer portion of the relevant period, resulting in their bonuses not being at a pro rata rate.
- Our mean bonus gap is 39.4%, which reflects the higher representation of males in more senior roles. In the snapshot year, 42% of the team receiving a bonus were female, compared with 58% of men. Bonuses were awarded to head office team members and our venue managers only. Venue team members receive Tronc throughout the year. It is worth noting that the refer a friend (RAF) bonus and on-call bonus impact this overall bonus calculation. Our RAF bonus is a financial incentive open to all team members. The on-call bonus is only payable to specific teams as they are required to offer round-the-clock support to our UK and overseas venues.
- We are confident that our gender pay gap isn't about paying men and women differently as we apply a consistent approach to our reward strategy across the Business. We're competitive by nature, and we seek to remain competitive within the hospitality market.

OUR PLANS FOR 2025

Whilst we're proud of the progress that we've made and the results seen from the initiatives we have in place, there is always more to be done. We will continue to look at ways that we can enhance our support and training to ensure that all decisions are free from bias.

We are proud of our team and will always strive to provide the best opportunities in the industry.

Launch of Apprenticeships in Head Office:

Due to the success of apprenticeships in our venues, the Learning & Development team are launching apprenticeships in Head Office. Apprenticeships are a great way of upskilling our team members and have been proven to promote equality, diversity and inclusion.

Regular review of pay bandings:

In line with the NMW changes we implement for our hourly team members, we also ensure we review our salary bandings for our venue managers. This ensures we remain competitive, fair and reduces unconscious bias.

Recruitment training in Head Office:

Recruitment training was launched with venue managers in 2023 and is now being rolled out in Head Office. Our recruitment training has an emphasis on recruiting fairly and ensuring we do not unlawfully discriminate.

Skill Matrices launched:

Skill Matrices have now been launched in our venues, which assess areas for development. They have been a huge success across our venues, as they give team members equal opportunity for internal promotions.

Ross Shepley Smith
Chief Financial Officer

