

**MEAN GENDER  
PAY GAP  
IS**

10%

**MEDIAN GENDER  
PAY GAP  
IS**

8%

**MEAN BONUS  
GENDER PAY GAP  
IS**

-52%

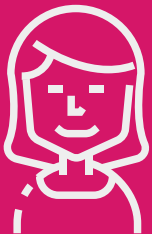
**MEDIAN BONUS  
GENDER PAY GAP IS**

0%

RHUBARB PAID A BONUS TO  
**10%** OF IT'S MALE  
STAFF

RHUBARB PAID A BONUS TO  
**15%** OF IT'S FEMALE  
STAFF

## WHY EQUAL PAY AND THE GENDER PAY GAP ARE NOT THE SAME



### EQUAL PAY:

Men and women  
are paid the same  
for like work.

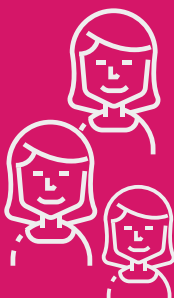


15.5%\*



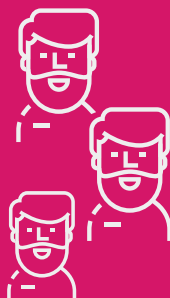
### NATIONAL AVERAGE:

Gender pay gap



### GENDER PAY GAP:

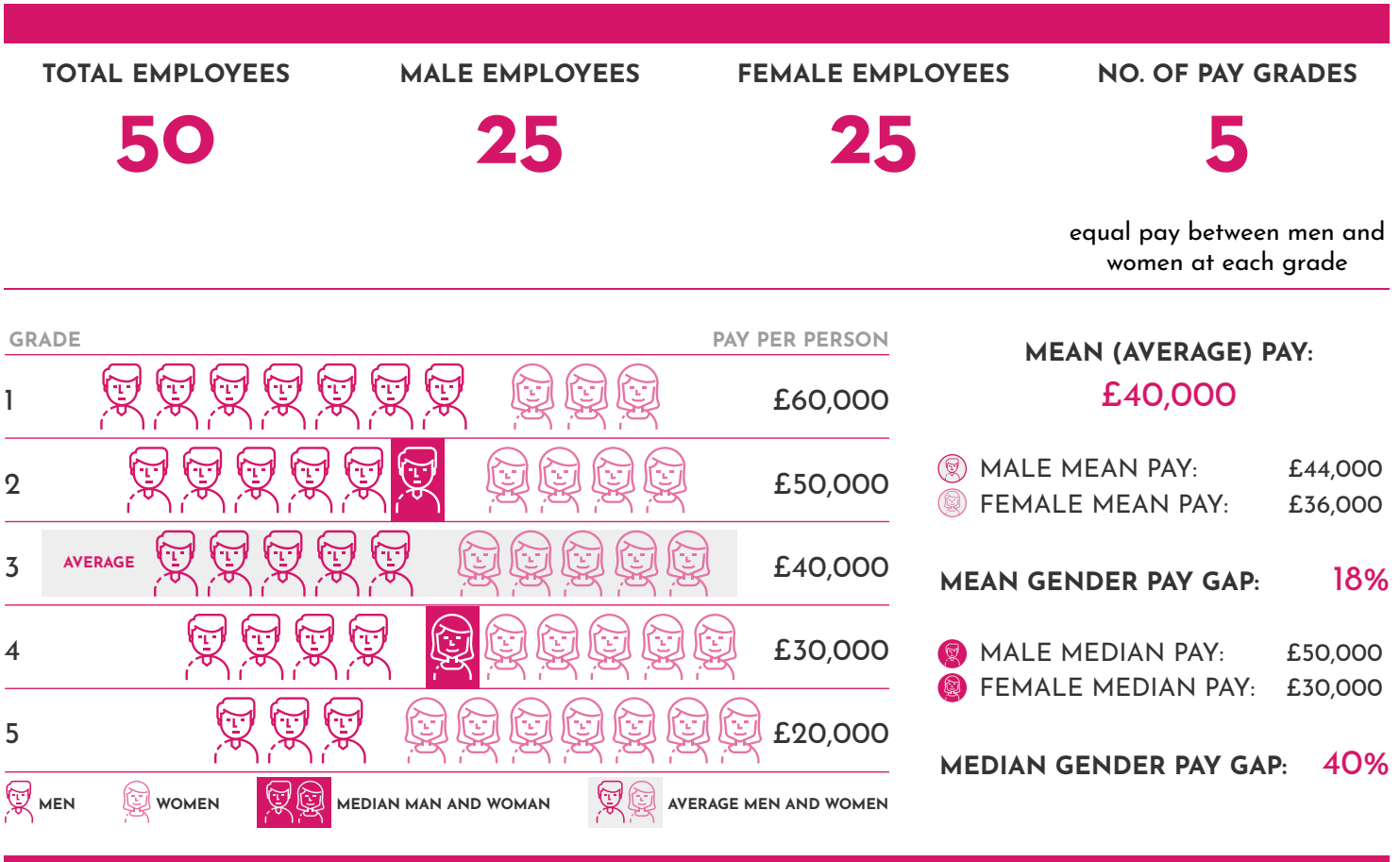
The difference between the  
gross hourly earnings for both  
men and women across an  
organisation



NATIONALLY,  
ONE OF THE MAIN  
REASONS FOR THE GENDER  
PAY GAP IS MORE MEN ARE LIKELY  
TO HOLD SENIOR POSITIONS



# UNDERSTANDING MEDIAN AND MEAN PAY GAPS BETWEEN MEN AND WOMEN



## RHUBARB FOOD DESIGN LTD: 2020 GENDER PAY GAP DATA

Address: 5-25 Burr Road, London, United Kingdom, SW18 4SQ | Sector: Accommodation and food service activities  
 Person responsible for employer's report: Andrew Gifford, Head of HR

### HOURLY RATE

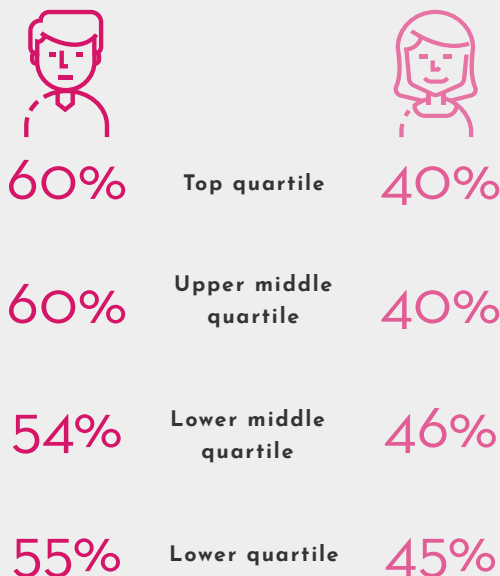
Women's hourly rate is:

**10%**  
LOWER  
(mean)

**7.5%**  
LOWER  
(median)

### PAY QUANTILES

How many men and women are in each quarter of the employer's payroll



### BONUS PAY

Women's bonus pay is:

**52%** LOWER (mean)    **0%** HIGHER (median)

Who received bonus pay?

