



Brunning & Price
LIMITED

Gender Pay Gap Report 2021



Our people

“Our people are the heart and soul of our business and embedded in our culture is a commitment to fairness, equality and inclusion.”

We value, reward and recognise people based on their experience and performance, irrespective of their gender and we are working hard to attract and retain female employees into our more senior roles and those where there is currently a gender imbalance.”

Mary Willcock, Managing Director



Official Gender Pay Gap 2021

In line with UK government guidance, data analysis for the current reporting year requires us to use a snapshot date of 5th April 2021.

It is important to note that at this time our pubs continued to be impacted by the COVID-19 pandemic with periods of closure and subsequent phased reopenings. This led to a significant number of our crew remaining on 'furlough leave'.

At the snapshot date, there were more managers than junior crew working normal hours preparing the pubs to reopen for outside trading.

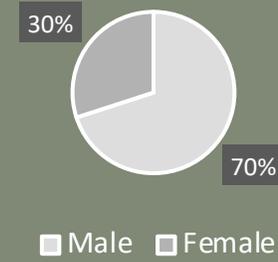
Our 2021 Gender Pay Gap calculations are therefore affected by our use of the Coronavirus Job Retention Scheme and the effect that this had on normal pay for a large proportion of our crew.



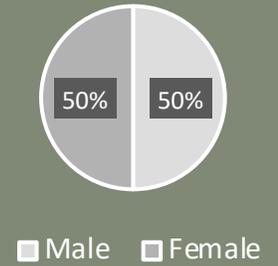
Our results - pay gap 2021



Upper Quartile



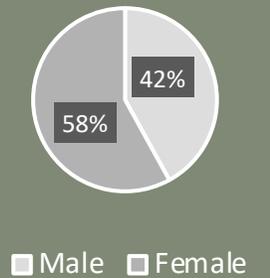
Upper Middle Quartile



Lower Middle Quartile

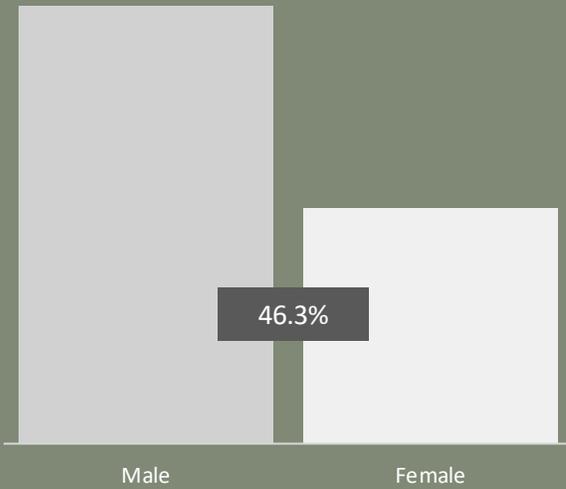


Lower Quartile

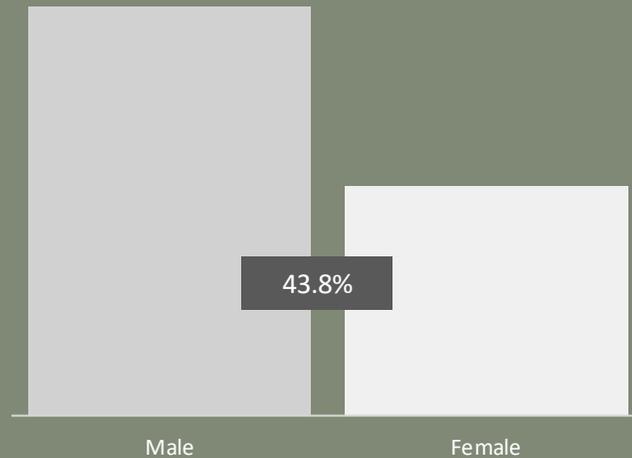


Our results - bonus pay gap 2021

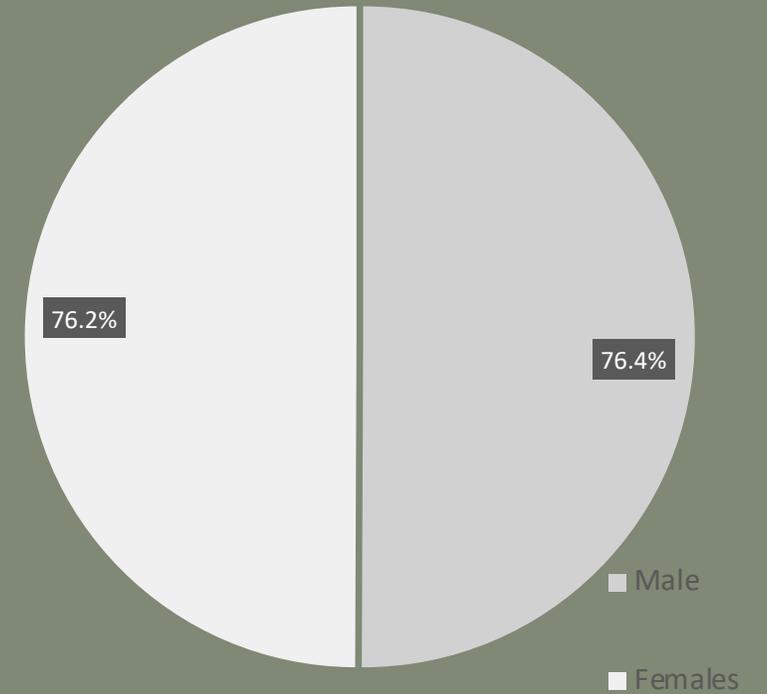
Mean



Median



Percentage of males and females receiving a bonus



Our results

- Our analysis as per the reporting requirements shows that we have a **mean gender pay gap of 8.6%** and a **median gap of 4.8%**. This is due to there being more males in senior positions particularly in kitchen management roles.

Although the gender split in our front of house junior management roles is more evenly balanced with 52% of these roles being held by females, all chef roles are male dominated with 86% of our chefs being males. Many of these chef roles attract a pay premium due to the scarcity of skills. That said, we have analysed the pay of our crew performing the same roles and we are satisfied that there is no gender bias.

- The bonus pay gap represents total bonus payments received in the 12 months before the April pay period. Our **mean bonus pay gap is 46.3%** and the **median bonus pay gap is 43.8%**.

The gap is in favour of males because there are more males in senior management roles which are eligible for a profit share (bonus) payment.

We have restructured the salary packages of our junior management roles both front and back of house, removing the profit share element of pay and increasing basic salaries to ensure pay security during the uncertain trading times of the COVID-19 pandemic.

- The percentage of males and females receiving a bonus is evenly split – **76.4% male and 76.2% female** due to the elements of pay included in the calculations as defined by the regulations.

Our commitment

We are committed to being a fair and inclusive employer, offering everyone equal rights, career development and promotion prospects regardless of their gender or any other personal attributes or characteristics.

A particular focus has been to ensure our crew understand their role in driving an inclusive, respectful culture where discrimination is not tolerated. As such we have launched a bespoke e-learning module to outline our standards of behaviour.

In order to aid our crew progress in their B&P careers, we have enhanced our career development pathways for all roles. This has provided greater visibility and clarity of how to develop a professional career with us and we are pleased to be able to offer an array of opportunities for career progression.

Our Apprenticeship programmes continue to provide structured training and deliver professional skills and knowledge for an increasing number of job roles both in our pubs and our support teams.



Our commitment

Attracting and retaining talent remains a key priority for us. We are striving to attract more women into roles that are currently male dominated with a particular focus on kitchen and senior roles.

Working hours and patterns have been adapted so that we are able to offer our crew more flexibility to fit work around other life commitments.

We will continue to listen to feedback provided by the members of our Diversity and Inclusion Forum and make improvements where necessary to ensure Brunning and Price remains an equal, fair and inclusive place to work.

