

Gender Pay Gap Report

April 2022



Brunning & Price
LIMITED

Our People

Our business is built on people. They're the lifeline of what we do; from our customers to our crew.

We pride ourselves on running the best pubs for our local community, and we're committed to building an inclusive culture within them.

We value and recognise our people based on their individual contribution. We strive to develop and progress our crew in a professional and fun environment that is accessible to all. We're committed to a culture of belonging; one of fairness, equality and inclusion.

Our focus on attracting and retaining female crew members is imperative to addressing the gender imbalance across specific roles within our business. We will continue to make this a priority.

Mary Willcock, Managing Director



Official Gender Pay Gap 2022

In line with UK government guidance, our snapshot data was taken on 5th April 2022.

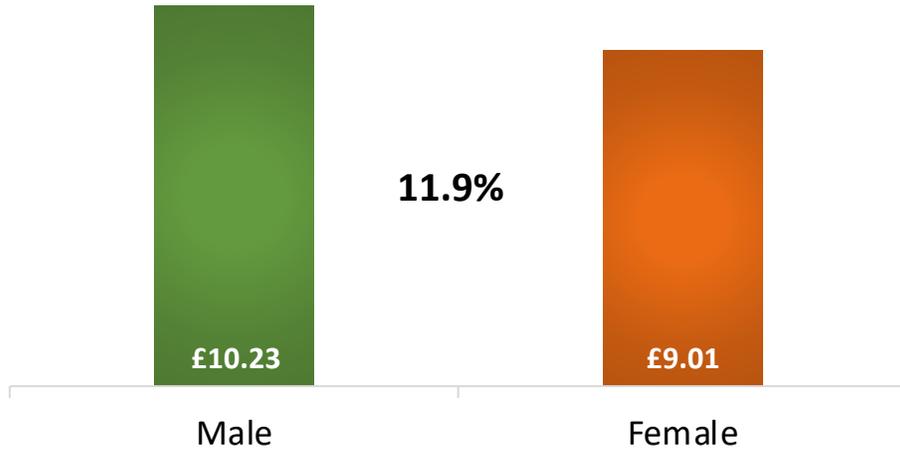
It is important to note that these are very different results to last year. During 2021 we were heavily impacted by the COVID-19 pandemic with periods of closure and subsequent phased reopenings. This meant our results were affected due to the unusual nature of the pandemic.

This year is a more accurate representation of our Gender Pay Gap and will give us an increased focus on some key areas for improvement.



Our Results – Pay Gap 2022

Mean pay gap



Our **mean gender pay gap** for 2022 is **11.9%**.

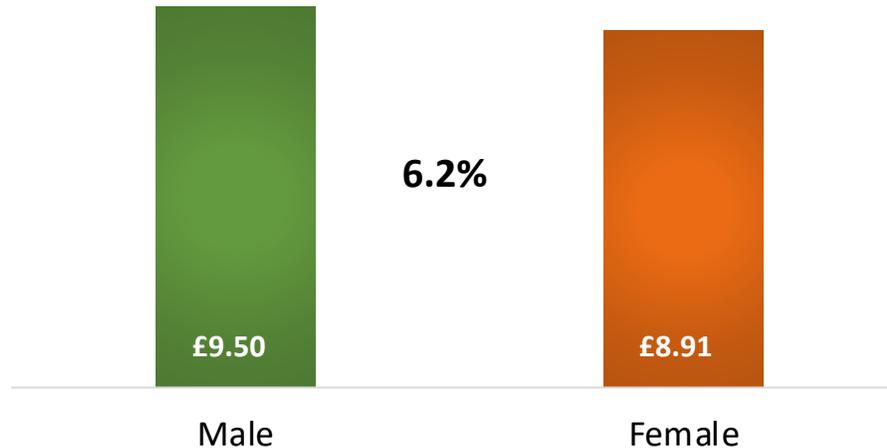
This has increased since 2021 where our gap was 8.6%.



Our **median gender pay gap** for 2022 is **6.2%**.

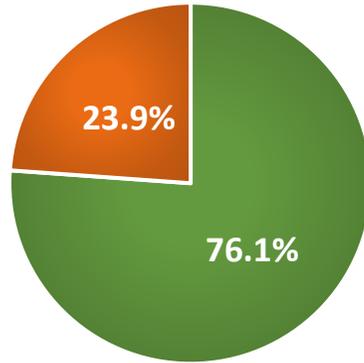
This has also increased since 2021 where our gap was 4.8%.

Median pay gap



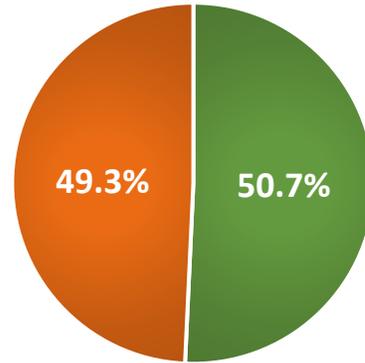
Our Results – Pay Gap 2022

Upper Quartile



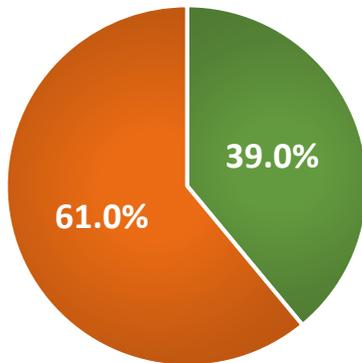
■ Male ■ Female

Upper-middle Quartile



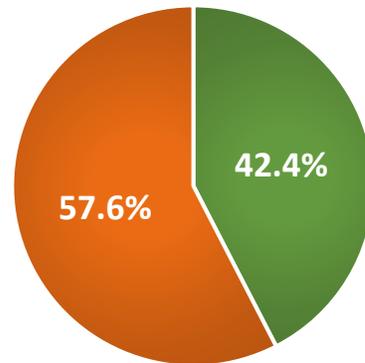
■ Male ■ Female

Lower-middle Quartile



■ Male ■ Female

Lower Quartile

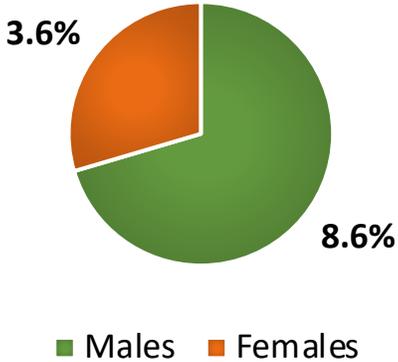


■ Male ■ Female

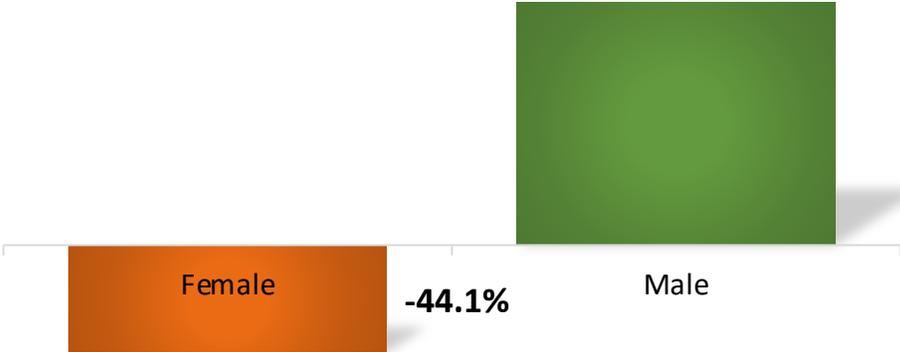


Our Results – Bonus Pay Gap 2022

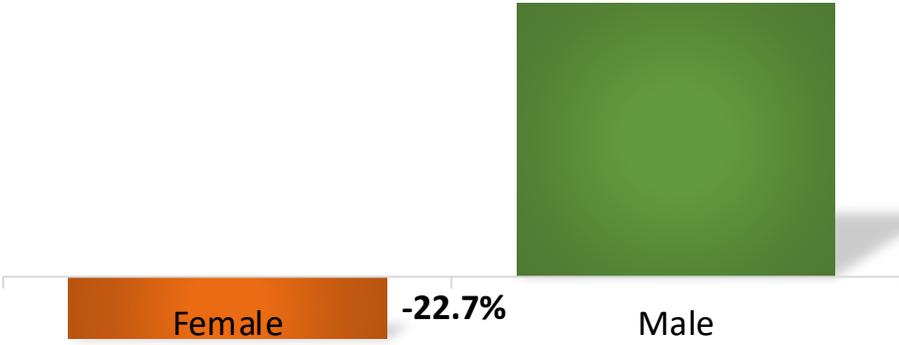
Percentage of males and females receiving a bonus



Mean Bonus Pay Gap



Median Bonus Pay Gap



Understanding our Gender Pay Gap

Our analysis as per the reporting requirements shows that we have a **mean gender pay gap of 11.9%** and a **median gap of 6.2%**.

During 2021, our snapshot data was impacted by the COVID-19 pandemic. As of 2022, we are now fully open for business with all crew members working their normal hours which has created a noticeable shift in our 2022 gender pay gap figures. However, this is now a true representation of our business, enabling us to create a more meaningful action plan.

We can see that our senior roles are predominantly filled by males, and this is where we see our biggest gap. This is due to the fact our most senior positions include are male dominated. We have also seen there are fewer females applying to work in kitchen roles which often attract a pay premium due to the scarcity of skills required.

We have also noticed there is an increase in young females working/applying to work in front of house roles which are paid at National Minimum Wage rates.



Understanding our Bonus Pay Gap

The bonus pay gap represents total bonus payments received in the 12 months before the April pay period.

Our analysis as per the reporting requirements shows that we have a **mean bonus gap of -44.1%** and a **median bonus gap of -22.7%**.

We have seen a big swing in our bonus pay gap for the positive towards females. We have previously 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.

During 2022, although there are more males in senior management roles who are eligible for profit-share, we have seen an increase in office-based roles receiving a bonus which is made up of predominantly females.



Our Commitment

We are committed to maintaining and building upon our inclusive culture and this is evident in our most recent engagement survey with over 78% of our crew believing they have equal opportunities within the workplace. We strive to offer everyone equal rights, career development and progression, however we know there is still room for improvement, and we will endeavour to do so for our people.

We will continue to enhance our career pathways for all roles whilst focussing on bringing more females into kitchen roles. We are offering more flexible contracts which is important as it attracts more female candidates to work in hospitality. We will continually review our pay structures, working patterns and hours to ensure they are accessible for all.

Our apprenticeship programme continues to thrive and offer our people an opportunity to develop and grow within our business and industry. We aim to increase those joining the programme over the coming 12 months.

We will continue to focus on attracting and retaining female crew members to address the gender imbalance across senior roles. We will work closely to develop our female leaders into these positions through our dedicated leadership academy.

