

Gender Pay Gap Report

April 2024



Brunning & Price
LIMITED

Our People

We are deeply committed to fostering a workplace culture where inclusivity, equity and fairness are at the heart of everything we do. We believe that every individual, regardless of background, should feel valued, respected and empowered to thrive in their career.

While we have made meaningful progress in closing our bonus gap, we recognise that true equity is an ongoing journey.



We remain dedicated to continuously assessing and improving our policies, practices and workplace culture to ensure that opportunities for growth, recognition and reward are accessible for all.

Our commitment, however, extends beyond policy, it's about continuing to create an environment where every team member feels a sense of belonging and where diverse perspectives are not only welcomed but celebrated.

Mary Willcock, CEO



Official Gender Pay Gap 2024

Brunning and Price are a group of pub restaurants founded in the Northwest of England and North Wales, expanding now across the UK.

Each pub has its own style and flavour, where you'll find good cask beers and freshly cooked food. Our local community is important to us and ensuring everyone who walks through our doors feels welcome and respected is part of our ethos.



In line with UK government guidance, our snapshot data was taken on 5th April 2024.

It's important to understand the positive and negative figures within the gender pay gap.

A negative value signifies that women, on average, receive higher pay than men, where a positive value suggests that men, on average, earn more than women.

A zero percentage would indicate parity between male and female roles in terms of average pay or bonuses.



Our Results – Pay Gap 2024

Mean

16.5%



Male

Female

Our **mean gender pay gap** for 2024 is **16.5%**.

This has increased since 2023 where our gap was 13.4%.



Median

0.8%



Male

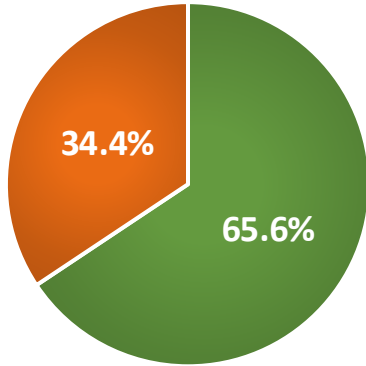
Female

Our **median gender pay gap** for 2024 is **0.8%**.

This has decreased since 2023 where our gap was 5%.

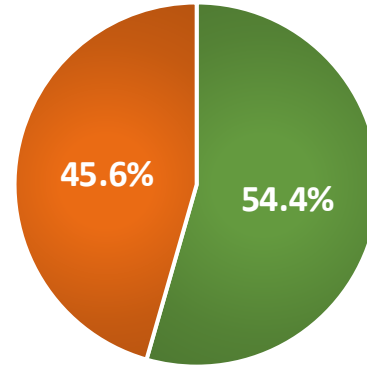
Our Results – Pay Gap 2024

Upper Quartile



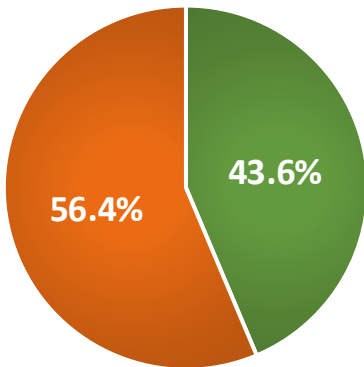
■ Male ■ Female

Upper-middle Quartile



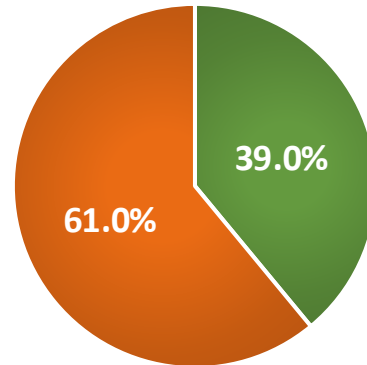
■ Male ■ Female

Lower-middle Quartile



■ Male ■ Female

Lower-quartile

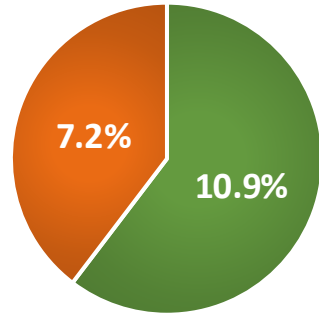


■ Male ■ Female



Our Results – Bonus Pay Gap 2024

Percentage of males and females receiving a bonus

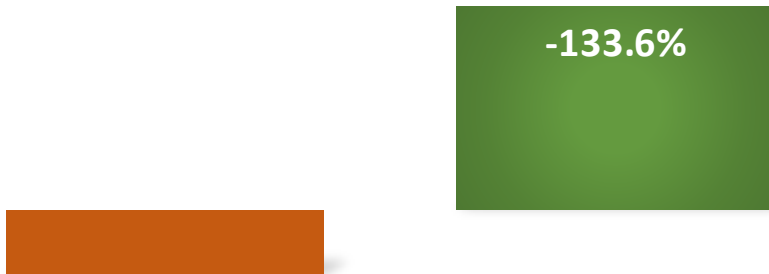


■ Males ■ Females



Mean Bonus Pay Gap

■ Male ■ Female



Median Bonus Pay Gap

■ Male ■ Female



Understanding our Gender Pay Gap

Our analysis as per the reporting requirements shows that we have a **mean gender pay gap of 16.5%** and a **median gap of 0.8%**.

This shows an increase of 3.1% in our mean gender pay gap and a 4.2% decrease in our median gender pay gap since 2023.



This year we have observed a significant shift with 7.6% more women moving into the upper and upper-middle quartiles.

This positive trend signals real progress toward achieving greater gender balance in senior management and leadership roles, reinforcing our commitment to career growth and equal opportunities.

We have seen an improvement in the gender split of our management team in that 32% are now female which is an increase of 2%. Despite this progress, we will continue to address the ongoing gender imbalance across the industry.

At Brunning and Price, we recognise the need for continued focus on development pathways for women into our key management roles and remain committed to driving meaningful change.



Understanding our Bonus Pay Gap

Our analysis as per the reporting requirements shows that we have a **mean bonus gap of -133.6%** and a **median bonus gap of 58.5%**.

Our data shows a negative bonus pay gap, indicating that women receive higher bonus payments compared to men. This trend reflects the composition of our workforce where a significant proportion of roles that receive bonuses are held by women.

Whilst this demonstrates strong representation of women in key senior roles, we remain committed to ensuring fair and equitable bonus structures across our business.



In 2024, we aim to introduce a new bonus scheme for our junior management teams to help drive performance, strengthen reward strategies and foster greater engagement with key projects across the business.

Data Driven Insights

At Brunning and Price, we're dedicated to fostering equality, diversity and inclusion (EDI) across our business.

To support this, we have integrated EDI reporting into our onboarding processes and annual engagement survey. Understanding and addressing gender disparities remains a priority, particularly in our kitchens where roles are male dominated.



In 2024, we will focus on retention and turnover insights for key roles ensuring we pinpoint and address gaps that impact career progression and leadership opportunities for women.

By using data-driven insights, we are committed to creating a more balanced and inclusive workplace for all.

Work Life Balance

We're also committed to taking a significant step towards improving work-life balance by reducing the hospitality standard working hours from 48 to 45 per week.

This change reflects our dedication to creating a healthier, more sustainable culture where employees can thrive both professionally and personally.

This initiative is part of our long-term roadmap to further decrease hours over time, fostering a workplace that prioritises wellbeing, productivity and job satisfaction.

By implementing this change, we aim to support greater flexibility, striving to remove barriers to career progression, particularly for women in leadership roles, and working parents, whilst creating a more balanced and equitable workplace for all.



Our Commitment

We're committed to ensuring our employees feel heard. Every year we actively seek feedback from our crew members inviting them to share how their work life is going at Brunning and Price.

This year over 81% felt they were treated fairly and with respect and over 86% believe they have equal opportunities.

As part of our commitment to evolving a feeling of inclusivity we will look to introduce new questions to better understand and support our teams. Our goal is to create an environment where every individual feels valued, respected and empowered to be their authentic selves at work. This initiative is just one of the steps we're taking to cultivate a workplace where diversity is celebrated, and every voice matters.



We know that progress requires action, and we will continue working toward meaningful change, championing fairness, and holding ourselves accountable to create positive change.

