

Gender Pay Gap Report

April 2023



Brunning & Price
LIMITED

Our People

People are the heart of our business, they're the driving force behind our success, from our cherished customers to our dedicated crew.

We take great pride in operating exceptional pubs that serve as vital community hubs, and we are wholeheartedly dedicated to fostering an inclusive culture within them.

We deeply value and acknowledge everyone for their unique contributions. Our mission is to support the growth and advancement of our crew members in a professional and enjoyable environment that is open to everyone.

Central to our ethos is a culture of belonging - one that prioritises fairness, equality, and inclusion. We are unwavering in our commitment to creating a workplace where everyone feels valued, respected, and empowered to succeed.

This commitment remains paramount as we work towards achieving greater diversity and inclusivity across all levels of our business.

Mary Willcock, CEO



Official Gender Pay Gap 2023

Brunning and Price are a group of pub restaurants founded 1989. Since then, we've grown from a small collection of pubs in the north-west of England to a family of pubs spanning the country. We pride ourselves on running the best pubs we possibly can for the communities that we are in.

The EU Pay Transparency Act requires all UK companies with over 250 employees to annually report their gender pay gap. In line with UK government guidance, our snapshot data was taken on 5th April 2023.

Understanding the gap

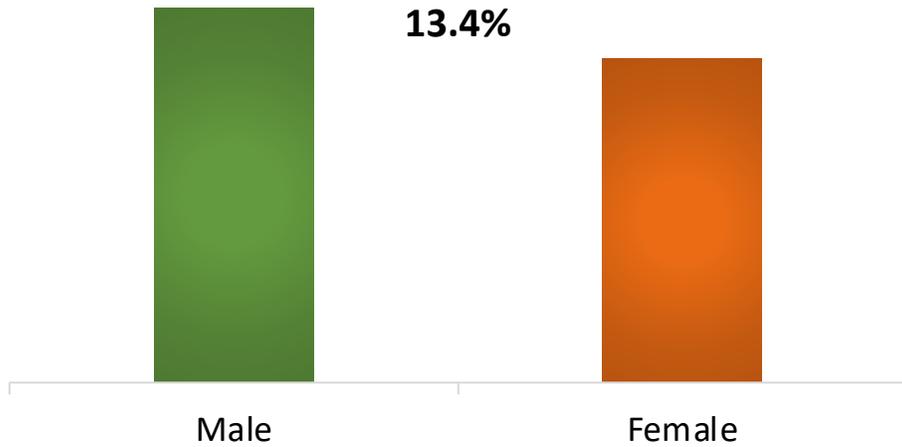
It's important to understand the positive and negative figures within the gender pay gap. A negative value signifies that women, on average, receive higher pay than men, where a positive value suggests the opposite, that men, on average, earn more than women.

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



Our Results – Pay Gap 2023

Mean pay gap



Our **mean gender pay gap** for 2023 is **13.4%**.

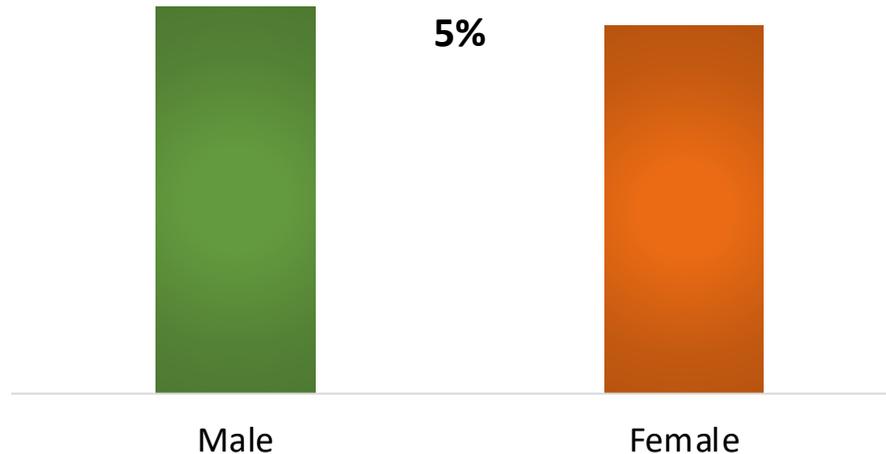
This has increased since 2022 where our gap was 11.9%.



Our **median gender pay gap** for 2023 is **5%**.

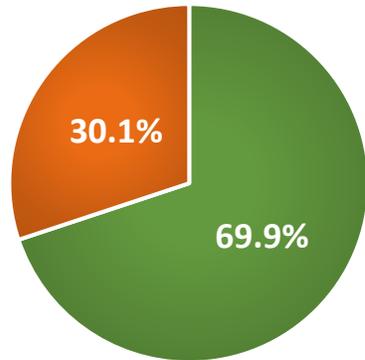
This has decreased since 2022 where our gap was 6.2%.

Median pay gap



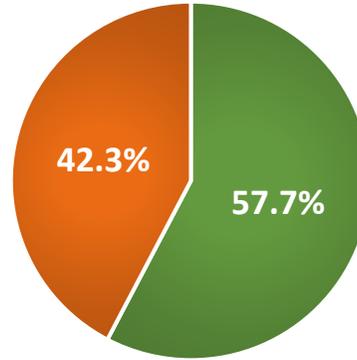
Our Results – Pay Gap 2023

Upper Quartile



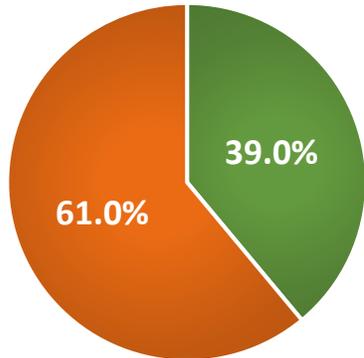
■ Male ■ Female

Upper-middle Quartile



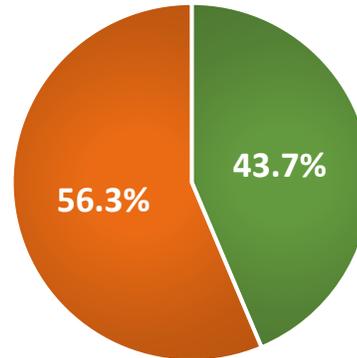
■ Male ■ Female

Lower-middle Quartile



■ Male ■ Female

Lower Quartile

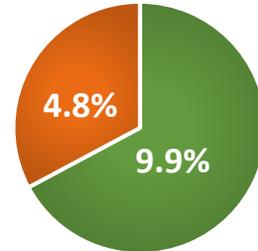


■ Male ■ Female



Our Results – Bonus Pay Gap 2023

Percentage of males and females receiving a bonus



■ Males ■ Females



Mean Bonus Pay Gap

■ Female ■ Male



Female

Male

Median Bonus Pay Gap

■ Female ■ Male



Female

Male

Understanding our Gender Pay Gap

Our analysis as per the reporting requirements shows that we have a **mean gender pay gap of 13.4%** and a **median gap of 5%**.

This shows a 1.5% increase in our mean gender pay gap and a 1.2% decrease in our median gender pay gap since 2022.

We have also seen a 6.2% shift in the number of female crew moving from the upper-middle to the upper quartile since our 2022 report due to internal progression and recruitment strategies.

Our analysis indicates that our senior management positions continue to be predominantly occupied by males, contributing significantly to the increase in our gender pay gap.

Additionally, we continue to see a lower representation of females applying for kitchen roles, which typically command a pay premium due to the specialised skills they require.

This further exacerbates the gender pay gap within our organisation.



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 -20.4%** and a **median bonus gap of -25.2%**.

A negative bonus pay gap in favour of women suggests that women are receiving a higher bonus payment compared to men. As you can see, our bonus pay gap remains strongly in favour of female roles.

This is the direct result of the unique composition of our workforce.



We note a growing presence of males in senior management positions, where eligibility for profit-share is common. Concurrently, there has been a rise in office-based roles, predominantly occupied by females which are eligible for bonuses.

This trend highlights a dual dynamic that is supported with transparent bonus criteria, fair performance evaluations and development opportunities.



Our Commitment

We are dedicated to fostering an inclusive and equitable work environment.

Despite us making strides in our bonus gap, we have an ongoing commitment to prioritise fairness and equality across the whole business.

We listen to our crew through annual engagement surveys and regular forums to fully understand priorities.

In our most recent engagement survey, 86% of crew members believe they have equal opportunities within Brunning and Price which serves as a testament to our ongoing efforts.

We know that work life balance is incredibly important to our crew. As such we are focussing on contracted hours, working patterns and the timely availability of rotas.

Whilst we have made progress in certain areas, we understand there is still work to be done.



Our Commitment

As part of our dedication to an inclusive workplace, our focus this year is on gathering obtaining credible Equality, Diversity and Inclusion (EDI) data.

To achieve this, we are encouraging our crew to voluntarily complete diversity questionnaires. This initiative aims to enhance our reporting processes by providing comprehensive and accurate information.

The data collected will play a crucial role in shaping actionable EDI goals that align with our commitment to creating a more diverse and equitable environment for all our crew.

Alongside this, we will utilise our people analytics to focus on key areas such as retention and people demographics to better understand our business challenges.

