



Brunning & Price
LIMITED

Gender Pay Gap Report 2020



Our people

"People have always been the lifeblood of all that we do and we believe that this has been the key to our long term success. We are committed to fairness, inclusion and equality for all and we value, reward and recognise people based on their experience and performance, irrespective of their gender."

We have carried out an Equal Pay Audit which shows that we have a high level of consistency in pay, with men and women being paid fairly and equitably when performing the same role.

Our audit also showed that men tend to dominate the higher paid roles and this is what drives our Gender Pay Gap. We continue to look at how we can recruit and retain female employees into our more senior roles"

Mary Willcock, Managing Director

Official Gender Pay Gap 2020

In line with UK government guidance, data analysis for the current reporting year requires us to use a snapshot date of 5th April 2020.

At this time, due to the COVID-19 pandemic, all Brunning and Price pubs were unfortunately closed to the public and over 99% of staff were placed on 'furlough' and received 'furlough pay' in line with the 'Coronavirus Job Retention Scheme'.

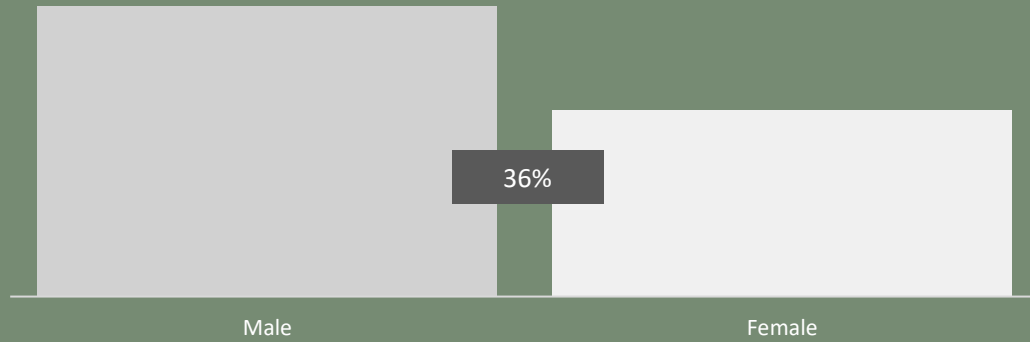
Whilst a skeleton office crew continued to work, the majority of our employees could not be included in the data analysis for our Gender Pay Gap report.

As this section of our report reflects less than 1% of our workforce, it must be highlighted that it does not illustrate an accurate reflection of the true position of the gender pay gap.

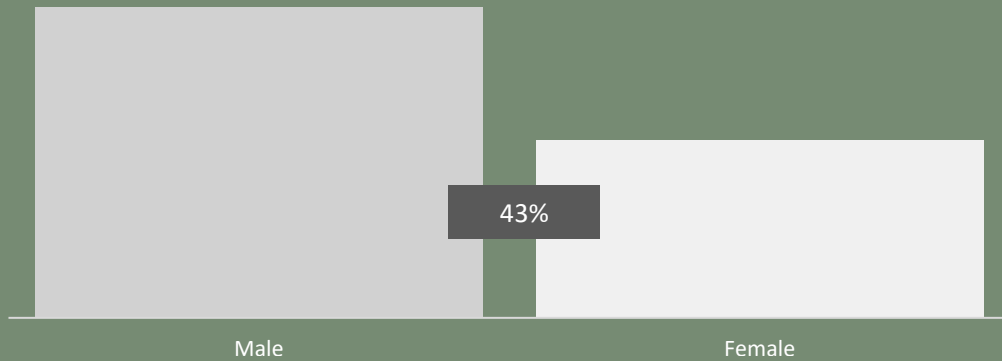


Our results - pay gap 2020

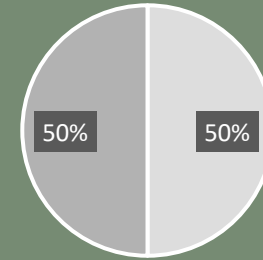
Mean



Median

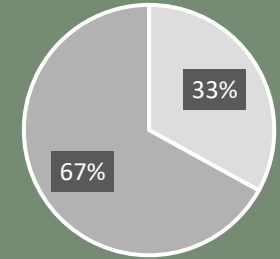


Upper Quartile



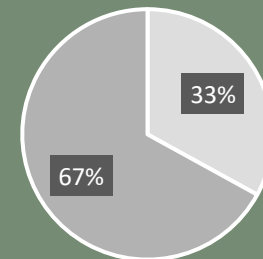
Male Female

Upper Middle Quartile



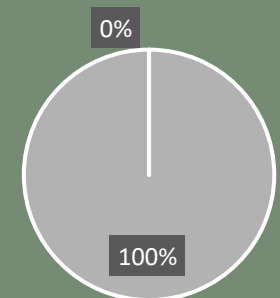
Male Female

Lower Middle Quartile



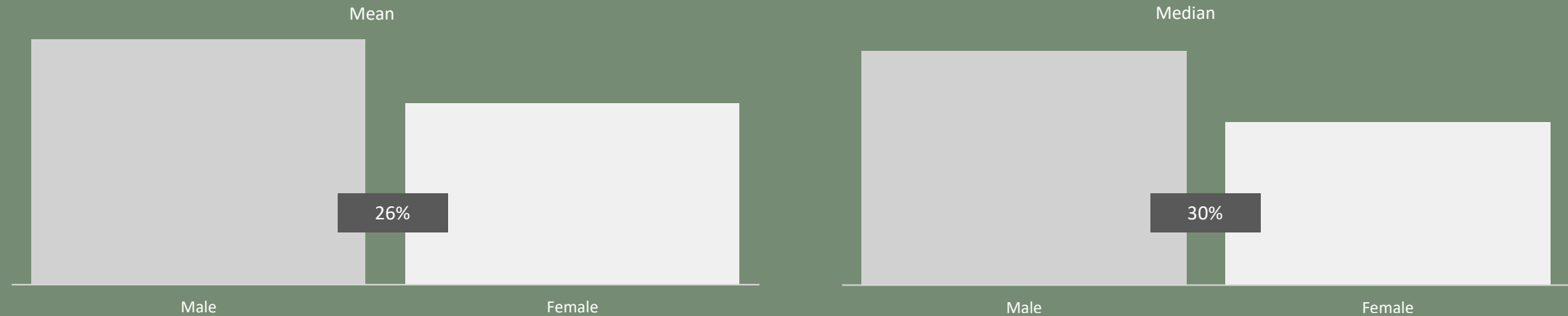
Male Female

Lower Quartile



Male Female

Our results - bonus pay gap 2020



Gender bonus gap calculations for 2020 include all employees on the snapshot date of 5th April, regardless of whether they received their usual full pay, therefore we do believe these bonus gap results to be accurate.

The Mean bonus pay gap is 26%

The Median bonus pay gap is 30%

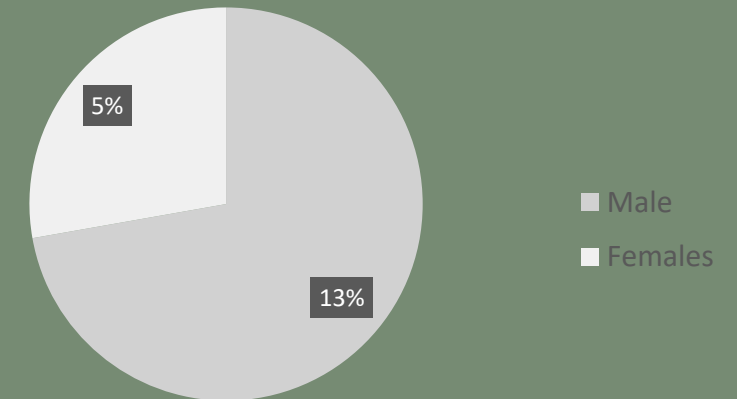
The bonus pay gap represents total bonus payments received in the 12 months before the April pay period. The gap is in favour of males because there are more males in senior management roles which are eligible for a profit share (bonus) payment.

Our results - bonus pay gap 2020

13% of males received a bonus in 2020 compared with 5% of females. This supports the bonus pay gap calculations and shows that males tend to dominate the more senior roles where bonus payments are linked to the performance of their job role.

As per the guidance, tips were excluded from our bonus calculations. However, it is important to note that we have a higher proportion of females in Front of House roles and we believe that if tips were included, the bonus pay gap would be significantly reduced.

Percentage of males and females receiving a bonus





Our commitment

We are committed to ensuring that our culture of fairness, inclusion and equality is an everyday reality for our people.

The actions that we have taken to embed this commitment into our company culture include:

- **Learning and development** - equality, diversity and inclusion training for all.
- **Company policies** - revised and updated to clearly outline responsibilities and expected standards of behaviour for all.
- **Recruitment and selection** - actively seeking to recruit under represented groups e.g. female chefs.
- **Working hours** - revision of traditional working patterns to offer greater flexibility to attract more females into senior positions.
- **Diversity and Inclusion working group** - established a working group of representatives from all areas of the business to consult and share ideas and take positive action.

