

Gender Pay Gap Report 2018

Our people

“Our people are the lifeblood of all that we do and we have a longstanding culture of trust and autonomy which engenders a strong sense of purpose and belonging. We value, reward and recognise people based on their experience and performance, irrespective of their gender.



There is a clear development pathway which creates opportunities for meaningful and rewarding careers, where people understand their individual contribution to the business as a whole.”

Mary Willcock, Managing Director

Our results

Under duties set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Company is required to publish information on its gender pay gap. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

This gender pay gap report was created on 5th April 2018 and the findings were as follows:

- 1. Mean gender pay gap**
Male mean hourly rate of pay is 9.8% higher than female mean hourly rate of pay.
- 2. Median gender pay gap**
Male median hourly rate of pay is 4.2% higher than female median hourly rate of pay.
- 3. Mean bonus gender pay gap**
Male mean bonus payment is 26.4 % higher than the female mean bonus payment.
- 4. Median bonus gender pay gap**
Male median bonus payment is 30.3% higher than female median bonus payment.
- | | | |
|---|-------|---------|
| 5. Proportion of males and females receiving a bonus | Male: | Female: |
| | 17.9% | 8.2% |
- | | | |
|---|-------|---------|
| 6. Quartile salary range banding | Male: | Female: |
| Quartile 1 | 68.9% | 31.1% |
| Quartile 2 | 44.6% | 55.4% |
| Quartile 3 | 45.6% | 54.4% |
| Quartile 4 | 49.3% | 50.7% |

Our analysis

We are committed to the principles of equal pay for all employees and salaries are paid according to experience and performance, regardless of gender. We have examined the pay of employees performing the same roles within Brunning and Price and are satisfied that these principles apply and that there is no gender bias.

The pay gaps outlined above have been investigated and the findings show that:

- There are more young females working/applying to work in front of house roles which are paid at National Minimum Wage rates, however their salaries are supplemented by tips.
- There are fewer females working/applying to work in chef roles which often attract a pay premium due to the scarcity of skills.
- There are fewer females working/applying to work in senior roles that are more likely to attract a bonus. This is particularly true in our pubs where all senior management attract a profit share (bonus payment) and the majority of these job holders are male.

Our commitment

"As a hospitality Group where a great customer experience is key to business success, we have always believed that our most important assets are our people. We strive to ensure as far as possible that the diversity of our teams reflects the diversity of the customers we serve."

We are committed to a policy of being a fair and inclusive employer, offering everyone equal rights, career development and promotion opportunities, regardless of gender, age, race, sexual orientation, disability or religion."

Andy McCue, Chief Executive Officer



Date: 4 March 2019

Signed on behalf of the Board of Directors by Andy McCue – Chief Executive Officer

