





## WHAT IS GENDER PAY GAP REPORTING?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap is between their male and female employees. This gives us at Searcys the opportunity to address any imbalances.

Gender pay gap reporting differs from an equal pay comparison, whereby there is a direct comparison of 2 people or groups carrying out the same, similar or equivalent work.

### What's included in our calculations:

Calculations of mean and median pay and of quartile pay bands are based on data from April 2017 only, including ordinary pay and bonus pay.





# UNDERSTANDING THE REPORT

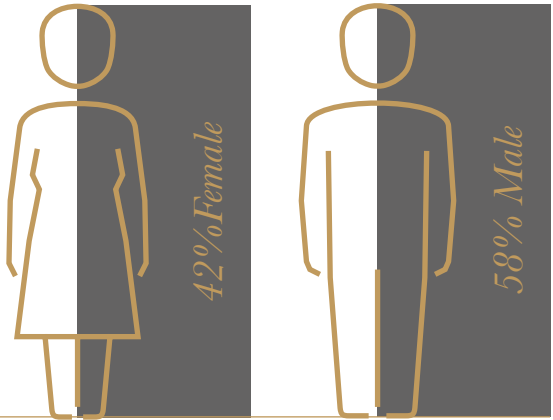
The information within this report shows how large the pay gap is between the mean and median pay of our male and female employees.

The gender pay gap is calculated by taking the calculated hourly rate of all women and the calculated hourly rate of all men, finding the mean and median and determining the gap between these numbers across genders.



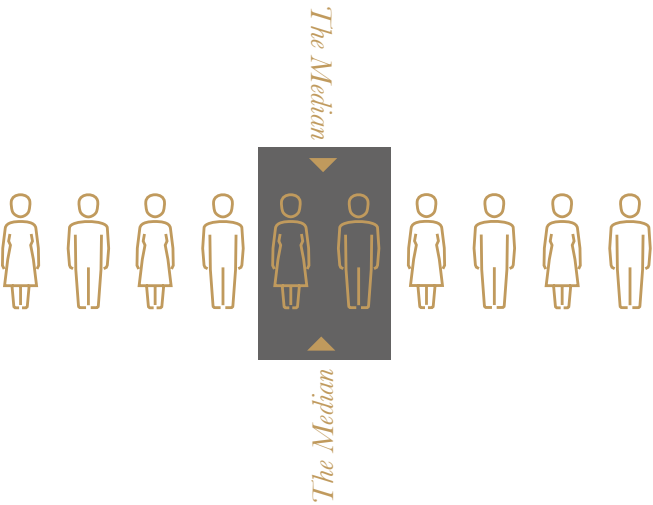
# THE SEARCY'S WORKFORCE

We have always considered our people to be our best ambassadors and we want to maintain a diverse and inclusive workforce throughout the business at all levels. Our workforce is currently 42% female and 58% male.



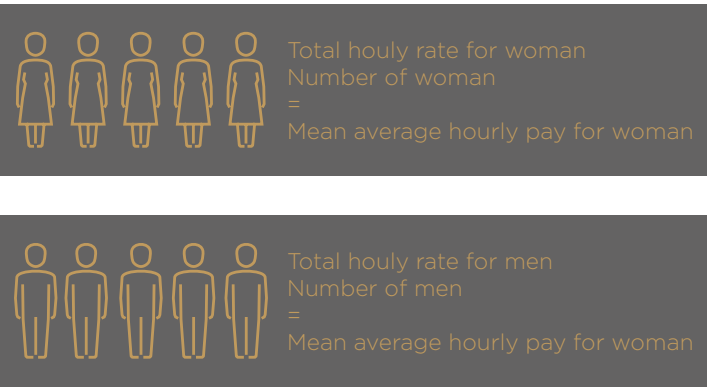
## Median Gender Pay Gap

If you Lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.



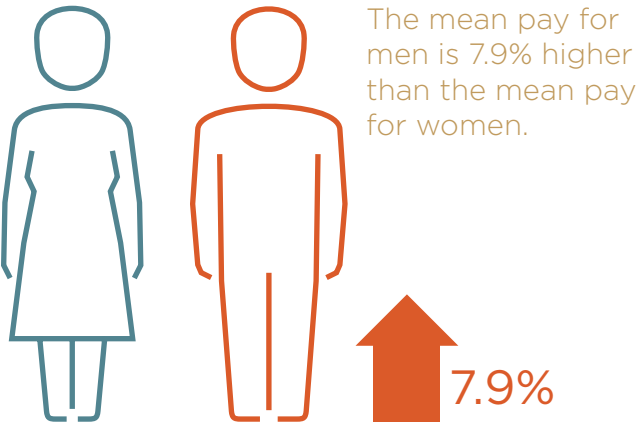
## Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and female employees and dividing by the total number of results in each list.

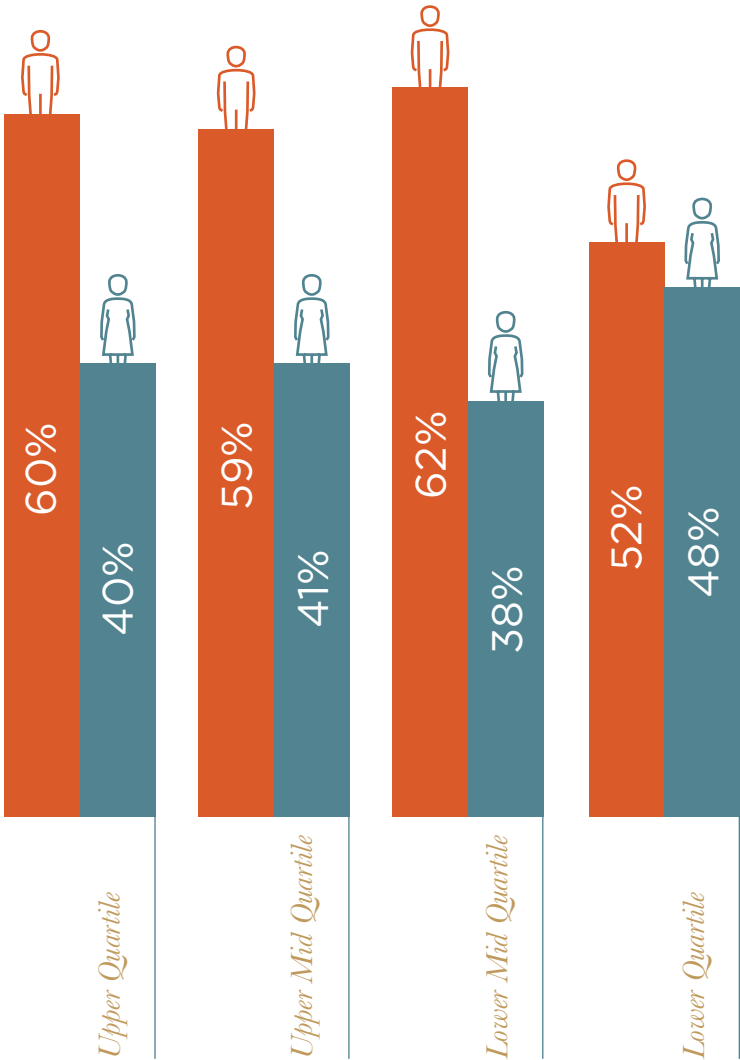
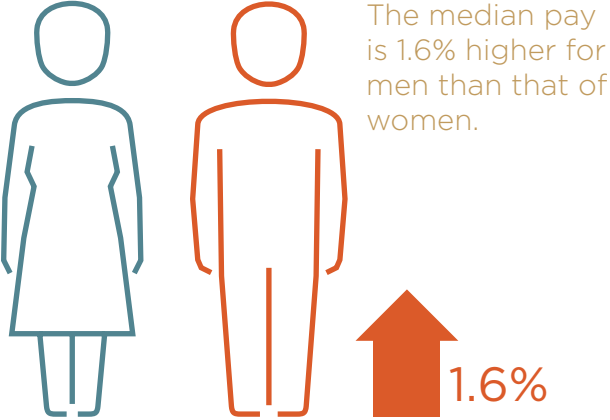


# GENDER PAY GAP RESULTS

Mean Gender Pay Gap

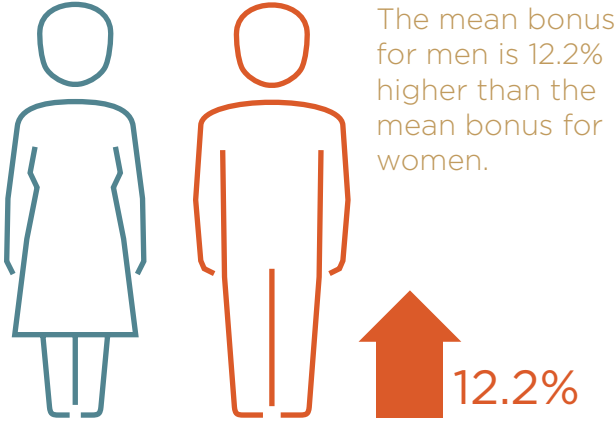


Median Gender Pay Gap

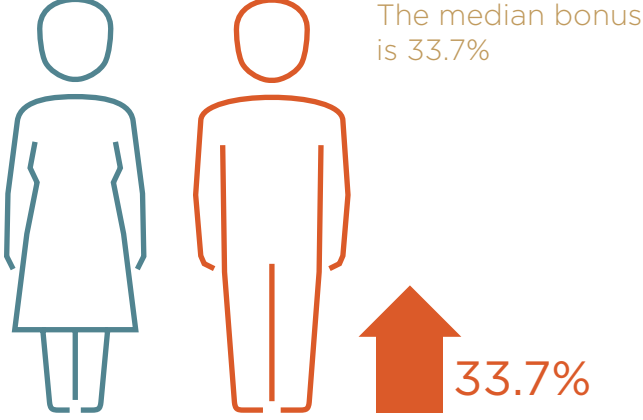


The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

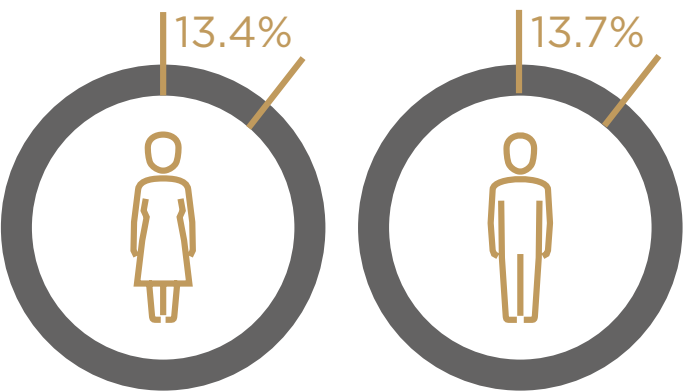
Mean Gender Bonus Pay Gap



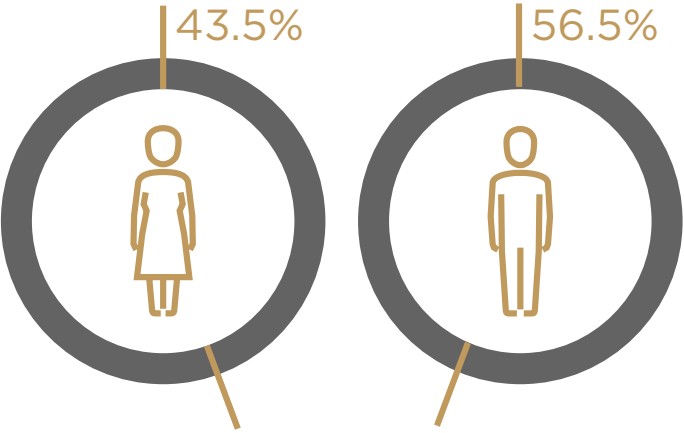
Median Gender Bonus Pay Gap



Percent of Employees Receiving Bonus Payment



Of Bonus Payments Made



Of those paid bonus 43.5% were female and 56.4% were male





## OUR COMMENTS ON THE RESULTS

- Our workforce is broadly representative of the wider population
- We see noticeable differences in certain roles
- General Manager positions were proportionately filled more by men than women during this period
- As an industry we face some specific challenges around recruiting and retaining chefs and at Searcys we can see that more of our senior chef roles were occupied by men
- Sales and Marketing roles have proportionately been filled with more female candidates than male

## OUR PLAN

1. We have a new Executive Team with a shared vision to invest in our people and create an internally and externally recognised great place to work
2. There is a desire to focus more on succession planning to identify and develop high potential employees within Searcys and therefore recruit more senior positions from within
3. We have centralised the recruitment function to improve how we attract, recruit and select talent to Searcys
4. Given the challenge within the industry to recruit and retain chefs, we will be expanding our Chef Apprentice programme to invest further in junior talent
5. We are expanding our Learning and Development offering to help our employees be confident in their roles and to build the skills for their development and future roles.

This includes:

- The launch of a new Sales Academy
  - Increased personal development courses
  - The launch of Champagne School
  - Increased management development training
6. We are expanding opportunities for employees to work across different

*Declaration:* I confirm that the information in this statement is accurate.

A handwritten signature in dark ink, appearing to read 'Matthew Thomas'.

Matthew Thomas  
Managing Director

