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SEARCYS

LONDON

GENDER PAY GAP REPORT

2019

WHAT IS GENDER PAY GAP REPORTING?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing what 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 two 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 as at April 2018 only, including ordinary pay and bonus pay.



UNDERSTANDING THE REPORT

The information within this report shows the pay gap 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 SEARCYS' WORKFORCE

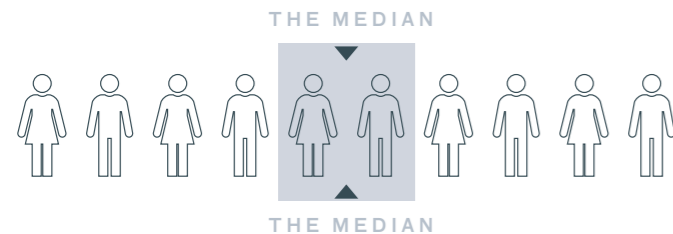
We have always considered our people to be our best ambassadors and we want to maintain a diverse and inclusive workforce throughout the business at all levels.

Our workforce is currently 46% female and 54% male.



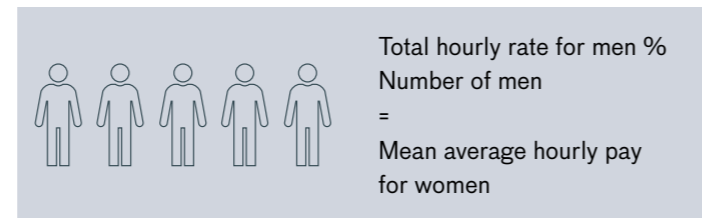
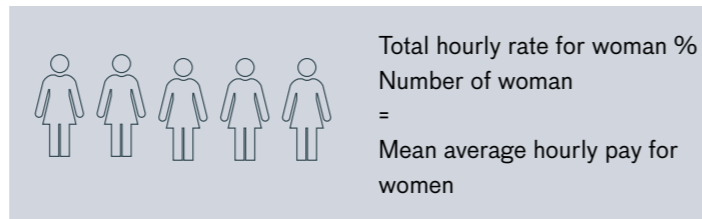
→ MEDIAN GENDER PAY GAP

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.



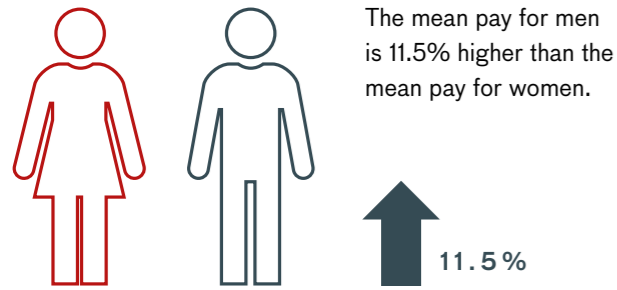
→ MEAN GENDER PAY GAP

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.

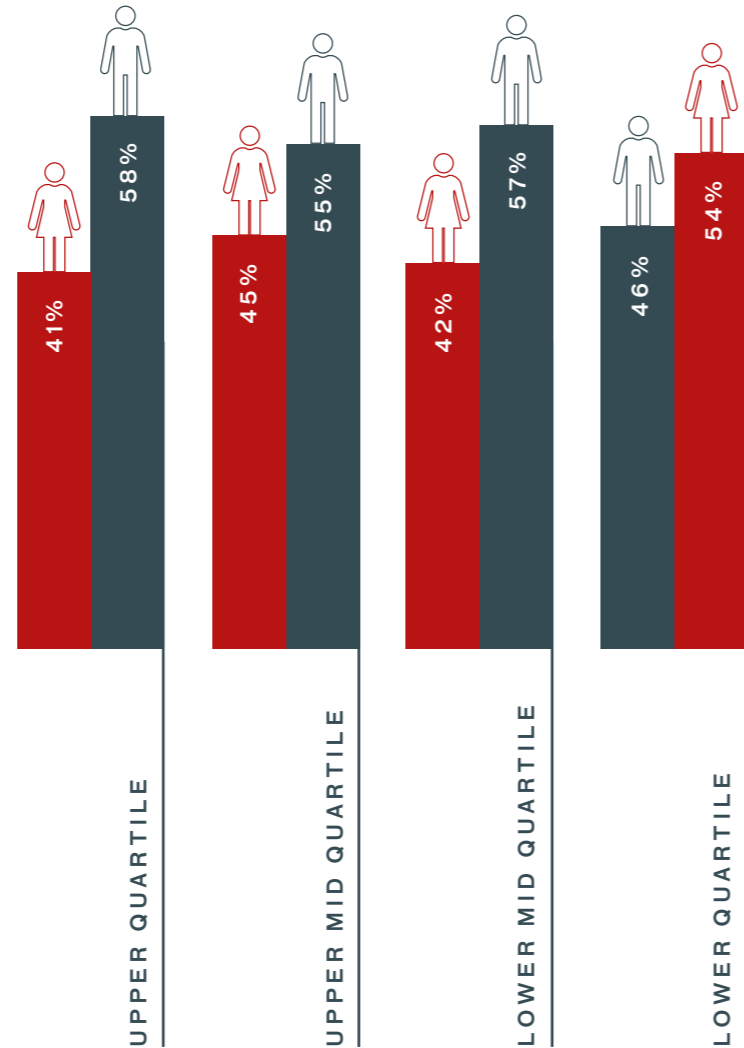
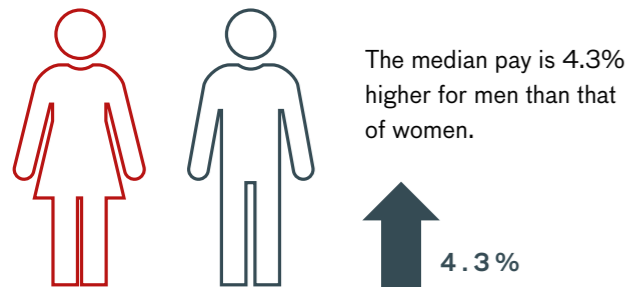


GENDER PAY GAP RESULTS

> MEAN GENDER PAY GAP

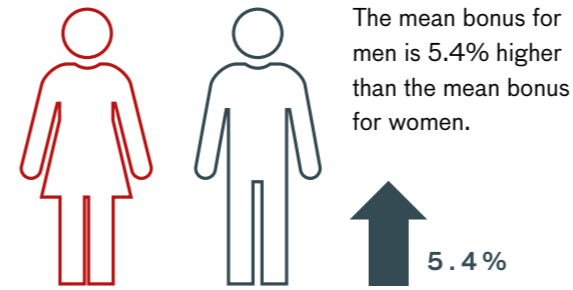


> MEDIAN GENDER PAY GAP

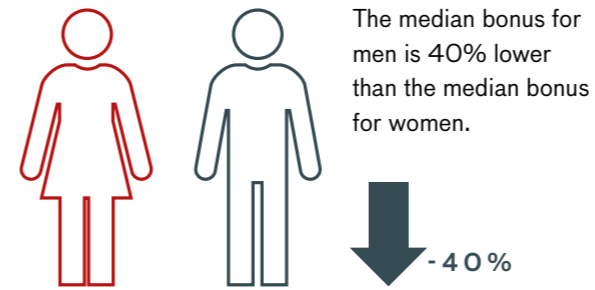


The quartiles represent the pay rate from the lowest to the highest paid of our workforce. This is then split into four equal sized groups, with the percentage of men and women in each quartile.

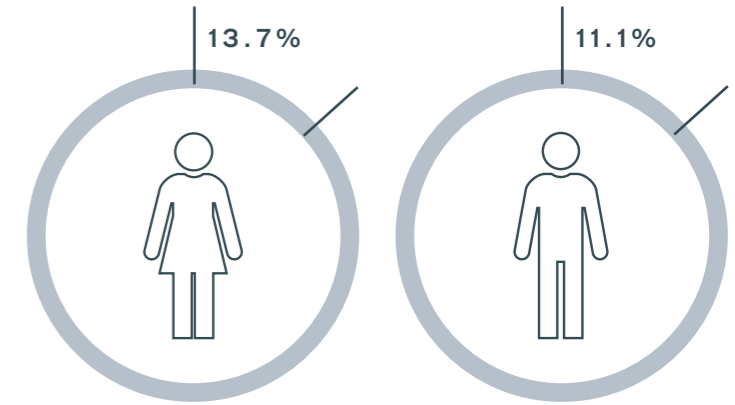
> MEAN GENDER BONUS PAY GAP



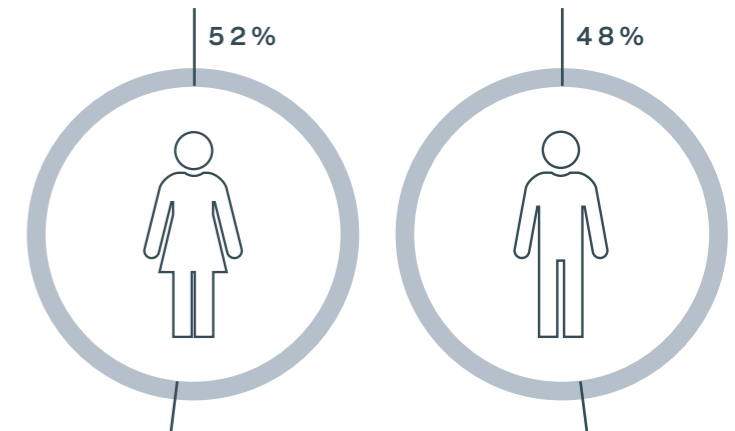
> MEDIAN GENDER BONUS PAY GAP



> PERCENT OF EMPLOYEES RECEIVING BONUS PAYMENT



OF BONUS PAYMENTS MADE



Of those paid bonus 52% were female and 48% were male

OUR COMMENTS ON THE RESULTS

- We employ more females now than from a year ago, from 42% female to 46%
- Our workforce is broadly representative of the wider population
- We still see noticeable differences in certain roles:
 - General Manager and Executive Chef roles are still proportionately filled by men more than women
 - Sales and Marketing roles are still proportionately filled by female candidates more than male
- General Manager and Executive Chef positions are still proportionately filled more by men than women
- Sales and Marketing roles are still proportionately filled more by female candidates than male
- A third of our Executive team are female



OUR PLAN

1. We have a specific people plan aimed to increase engagement and invest in our people to achieve our aim of being recognised both internally and externally as a great place to work
2. Our increased portfolio represents increased opportunities for career development which are actively shared with our workforce
3. We have built external partnerships to introduce new channels of recruitment and plan to increase this further
4. We are introducing development frameworks to more proactively develop our people
5. We are investing further in both externally accredited training and apprenticeships
6. We are continuing to expand our internal development programmes to ensure development for all disciplines across the business:

> THIS INCLUDES:

- Sales Academy
- Service Academy
- Chef Development
- Management Development

WE ARE WORKING TO ENSURE WE DEVELOP OUR PEOPLE AS WE GROW AS A BUSINESS

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

Matthew Thomas
Managing Director





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SEARCYS PLEASE VISIT [SEARCYS.CO.UK/CAREERS/](https://searcys.co.uk/careers/)

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