



GENDER PAY GAP REPORT
2020

EST. 1847

SEARCYS

LONDON

Agenda

WHAT IS GENDER PAY
GAP REPORTING

UNDERSTANDING THE
REPORT

GENDER PAY GAPS -
SEARCYS RESULTS

SEARCYS COMMENTARY
& FOCUS



What is Gender Pay Reporting?

UK employers with more than 250 employees are required to publish their gender pay gap. This gives us the opportunity to understand any gender imbalances in our workforce and develop initiatives to address our findings.

The Gender Pay Gap Reporting is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work. We are confident that we offer equal pay for equal work across the business.

WHAT'S INCLUDED IN OUR CALCULATIONS:

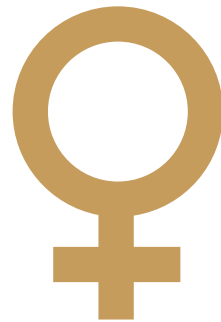
Calculations of mean and median pay and of quartile pay bands are based on data from April 2020 only, including ordinary pay and bonus pay.

The hospitality sector was deeply affected by the Covid pandemic in 2020 and this was particularly difficult for our people. **90%** of our team were placed on furlough in April 2020 and by December 2020, **79%** of our teams still remained on furlough.

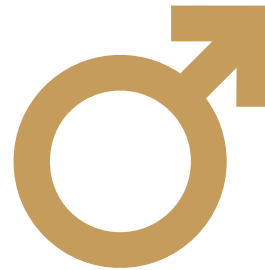
SEARCYS PEOPLE

Our people are the best and we are committed to grow our inclusive workforce at all levels

Our workforce is made up of 40.55% female and 59.49% male (April 2020)



Female
59.49%



Male
40.55%



Understanding the Report

The information within this report shows the differential between the mean and median pay of our male and female employees – the Gender Pay Gap.

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 **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 females and dividing by the total number of results in each list.



Total hourly rate for women

Number of women

=

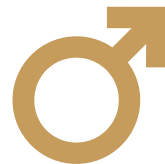
Mean average hourly pay for women

Total hourly rate for men

Number of men

=

Mean average hourly pay for men



The **median** represents the middle point of a population. 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.

The Median



The Median

Gender Pay Gap - Searcys Results

MEAN GENDER PAY GAP

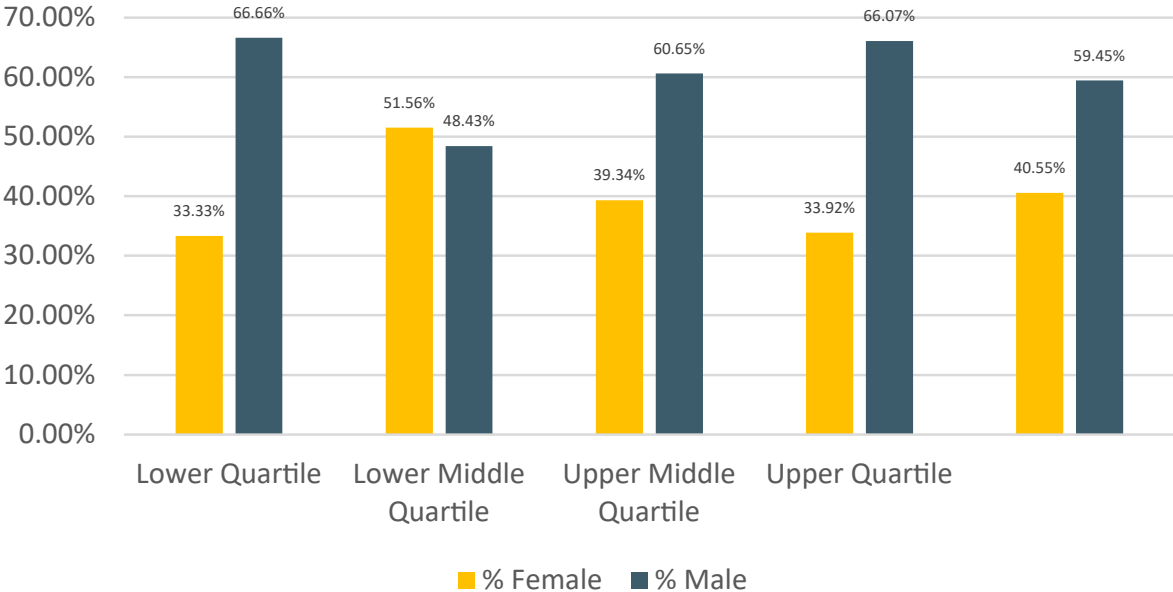


The Mean Gender Pay Gap is 6.1%. This means pay for men is 6.1% higher than the mean pay for women

MEDIAN GENDER PAY GAP



The Median Gender Pay Gap is 7.84%. The median is 7.84% higher for men than that of women.



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

Gender Pay Gap - Searcys Bonus Results



The Mean Gender Bonus Pay Gap is 8.31% higher for men than that of women.

The Median Gender Bonus Pay Gap is -100%

15.38% of our female teams received a bonus, compared to 13.82% of our male team.

MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



Searcys Commentary & Focus



COMMENTARY

- 2020 proved incredibly challenging due to the pandemic, however we remain committed to maintain an inclusive place of work.
- We recognise that in certain roles there is an imbalance between male and females. We ensure that we recruit, retain and develop our teams irrespective of their gender. We have always ensured that we have an inclusive team and one that represents today's communities.
- The Searcys pay gap has improved from 2019 and we are committed to improving this trend.
- Our leadership team is now 45% female

Declaration - I confirm that the information in this statement is accurate

Paul Jackson
Managing Director

OUR FOCUS

- Searcys are proud to be an active member in the WiHTL (Women in Hospitality, Tourism and Leisure).
- We are always exploring methods to understand more from our teams their lived experience as a woman in Searcys.
- When appointing new people into our business, everyone is benchmarked to ensure no group is disadvantaged.
- Annual review of all of our policies are conducted ensuring these are updated, relevant and that no group is again disadvantaged in any way.
- Searcys are actively involved in the WSH ESG committee.