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Gender Pay Gap Report 2024



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Searcys Gender Pay Gap

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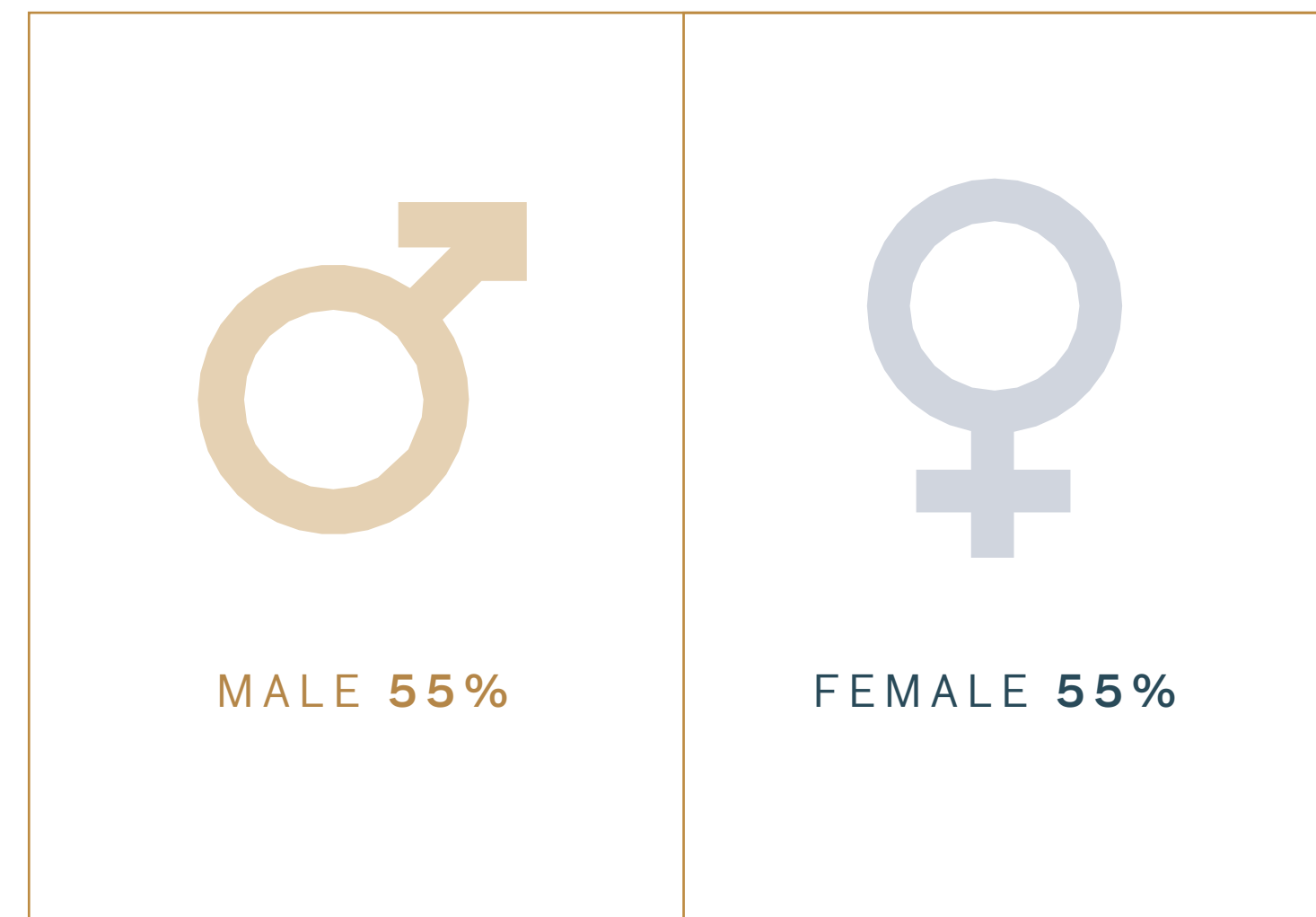


WHAT IS GENDER PAY GAP REPORT?

The Gender Pay Gap Reporting measures the difference between the average hourly earnings (excluding overtime) of men and women, expressed as a percentage of men's average hourly earnings (excluding overtime).

The calculations for mean and median pay, along with quartile pay bands, are based solely on data from April 2024. These figures include both ordinary pay and bonus pay.

Our data reflects a workforce representation of 45% female and 55% male as of April 2024, representing a total of 1100 employees across 28 locations.



Reporting Requirements

Under UK gender pay gap legislation, employers with 250 or more employees must calculate and publish gender pay gap data annually. The data must be based on figures collected as of 5 April each year.

The required reporting must include the following:

- ◇ The mean and median gender pay gap, calculated from hourly pay data as of 5 April 2024
- ◇ The mean and median bonus gender pay gap, based on bonus payments received over the 12 months leading up to 5 April 2024
- ◇ The proportion of men and women receiving a bonus payment
- ◇ The proportion of men and women in each quartile pay band, dividing the workforce into four equal groups by pay level
- ◇ The gender pay gap is presented as a percentage of male earnings (e.g., women earn x% less than men).

The **mean pay gap** refers to the difference in the average hourly pay between men and women within our organisation. It is calculated by summing all hourly rates separately for men and women and dividing each total by the number of individuals in each group.

The **median pay gap** highlights the midpoint in pay. If all employees were arranged in order of their hourly pay rates, the median gap is the difference between the hourly pay of the middle woman and the middle man in their respective lists.

Both the mean and median figures are key metrics, providing complementary insights that should be considered together.

Creating an inclusive workplace where everyone can thrive, no matter their gender identity, is at the heart of who we are.

In 2024, we saw Searcys gender pay gap widen, which shows us there is still much work to do. We are committed to reduce the gap in 2025 and beyond.

SEARCYS GENDER PAY GAP RESULTS

Gender Pay Gap	APRIL 24	APRIL 23
MEAN	15.55%	9.92%
MEDIAN	15.55%	9.92%

Bonus Pay Gap	APRIL 24	APRIL 23
MEAN	15.55%	9.92%
MEDIAN	15.55%	9.92%

% employees receiving a bonus	APRIL 24	APRIL 23
MEAN	15.55%	9.92%
MEDIAN	15.55%	9.92%

PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

Quartile	APRIL 24		APRIL 23	
LOWER	44.73%	55.27%	61.90%	38.10%
LOWER	61.09%	38.91%	53.81%	46.19%
MID	53.82%	46.18%	58.77%	41.23%
MID	62.18%	37.82%	53.13%	47.87%

Male
 Female

MEAN GENDER PAY GAP

The Mean Gender Pay Gap is **15.55 %**

MEDIAN GENDER PAY GAP

The Median Gender Pay Gap is **6.97 %**



SEARCYS GENDER PAY GAP RESULTS

In April 2024, the mean pay gap was 15.55%, with women earning 84.45p for every £1 men earned, an increase from 2023. The median pay gap also widened to 6.20%, highlighting growing disparities, particularly at senior levels where men dominate top-paid roles.

The bonus pay gap increased, with men receiving 15.85% higher bonuses on average. However, the median bonus gap shifted in favour of women, indicating progress in lower and mid-level roles. Despite this, high-value bonuses remain concentrated among senior male employees. Bonus accessibility declined overall, with a slightly larger drop for men, marginally narrowing the gap.

Women's representation in the lower quartile rose to 55.27%, showing a higher concentration in lower-paying roles. The lower-mid quartile saw a decline in female representation to 38.91%, while the mid quartile remained stable. In the upper quartile, female representation slightly dropped to 37.82%, reinforcing the male dominance in higher-paid positions.

To address these disparities, we aim to implement targeted development programs, regular pay audits, and revised bonus criteria. We remain committed to attracting, developing, and retaining diverse talent, with a focus on recruiting and promoting more women into senior roles, including General Managers, Senior Chefs, and middle managers.



The actions we are taking improve our gender representation fall into these areas:



Recruitment

- ◇ We will launch our inclusive recruitment training programme. This focuses on unconscious bias and includes practical, scenario-based exercises to support managers build the skills to attract and hire talent from diverse backgrounds.
- ◇ We actively encourage applications from women and other underrepresented groups when hiring externally and partner with several charities to support our objective of improving representation.
- ◇ We use our Applicant Tracking System to monitor and track the diversity of applicants, ensuring we are increasing opportunities for people from underrepresented backgrounds in our hiring process.
- ◇ Our selection panels for leadership roles are gender-balanced, ensuring representation in the decision-making for senior appointments.

Retention

- ◇ We are launching an employee engagement survey focused on understanding and improving inclusion and belonging across our workforce.
- ◇ We support the progression of women through cross-industry mentoring and reverse mentoring, promoting learning from diverse perspectives.
- ◇ We have partnered with Henpicked to provide resources and guidance on menopause support for our team members and their partners. We are committed in becoming an accredited Menopause Friendly Employer.
- ◇ We are committed to supporting a healthy work-life balance by offering enhanced family-friendly benefits, including improved maternity and paternity leave. We continue to review our family leave policies and benefits to better support women at every stage of their careers.
- ◇ Launched in 2024, Enlight (our Employee Resource Groups) is dedicated to fostering a sense of belonging by creating a supportive space for all team members.
- ◇ As a proud member of WiHTL (Women in Hospitality, Tourism, and Leisure), we are dedicated to creating opportunities for women across our industry. In 2024 some of our senior female leaders participated their leadership programmes.



Our Focus

- ◇ Every member of our leadership team is committed to achieving a specific DE&I goal.
- ◇ We aim to increase the representation of marginalised genders in leadership roles to 40% by 2026.
- ◇ Our goal is to have 40% female representation in senior leadership roles (C-level, C-1, and C-2) by 2027.
- ◇ We track our gender pay gap on a monthly basis, with the goal of keeping it below 10%.

Our Commitments

We are committed to fostering an inclusive and diverse workplace where everyone feels valued and respected. We recognise the gender imbalance in certain roles and committed in recruiting, retaining, and developing talent regardless of gender, ensuring equal opportunities for all.

Our focus has always been on building a team that reflects the diverse communities we serve. Additionally, we are committed to reducing the gender pay gap through robust, data-driven practices to ensure pay equality for all employees. While the gender pay gap highlights pay differences, our focus at Searcys is on creating a fair, inclusive environment where employees of all gender identities feel respected and can advance their careers without any barriers.

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

Paul Jackson, Managing Director

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Make it Searcys.*



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