



SEAFOOD PUB COMPANY

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# GENDER PAY GAP REPORT

SNAPSHOT 5 APRIL 2018

# GENDER PAY GAP STATEMENT

## SEAFOOD PUB COMPANY

### 1 Our gender pay gap report - Introduction

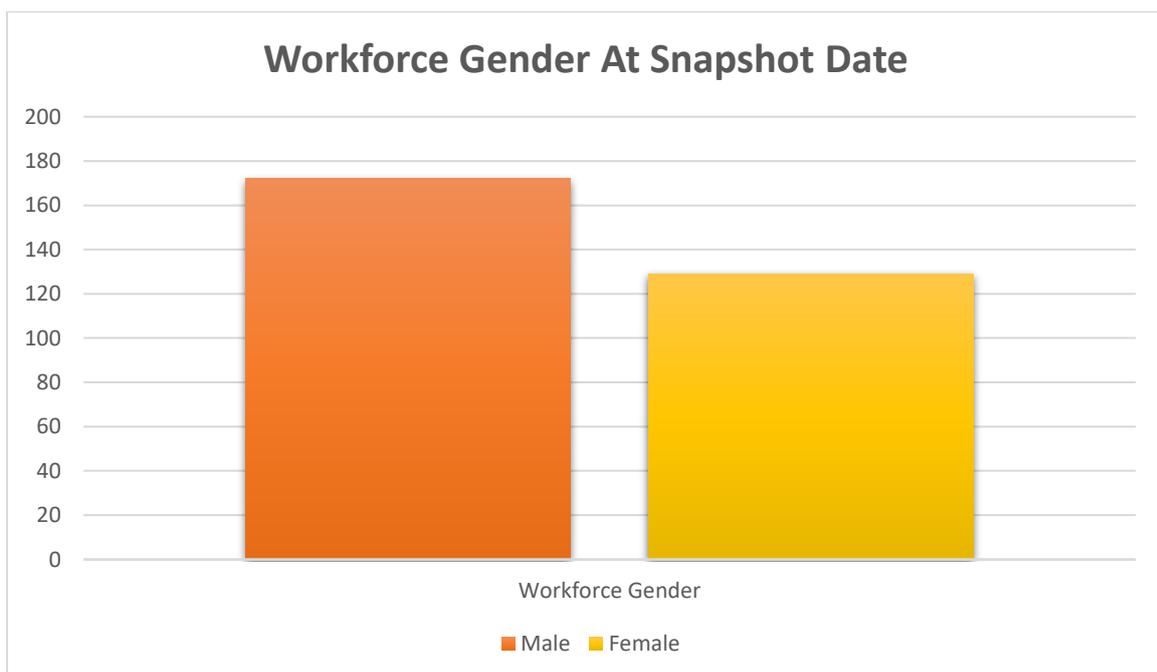
The Seafood Pub Company is committed to being an inclusive and diverse organisation, where everyone can achieve their full potential. We value diversity for the benefits it brings to our business, and because it enables us to attract and retain the best possible people, delivering the best possible service.

Our gender pay gap reflects the average paid to men and women across our business. It is not a comparison of pay rates for men and women doing work of equal value. We are an equal opportunities employer and believe pay, bonus and position should be a reflection of performance over any other factor.

### 2 Gender pay gap reporting – The data

#### Workforce gender

At the snapshot date of 5<sup>th</sup> April 2018, the Seafood Pub Company Holdings Limited employed a workforce of 301 people, consisting of 172 males and 129 females.



## Mean & median gender pay gap

The table below shows our overall mean and median hourly gender pay gap at the snapshot date of 5<sup>th</sup> April 2018.

**Mean** – The difference in the mean pay of full-pay men and women, expressed as a percentage.

**Median** – The difference in the median pay of full-pay men and women, expressed as a percentage.

5 April 2018	
Mean gender pay gap	5.3%
Median gender pay gap	3.0%

## Mean & median bonus gender pay gap

The company did not pay any bonus payments in the 12-month pay period prior to April 2018.

## Quartile pay bands

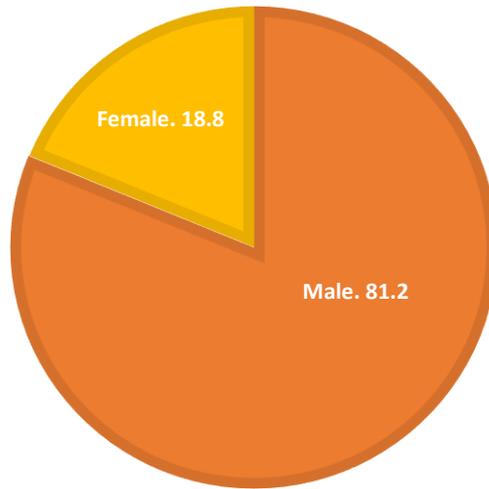
A pay quartile represents a quarter, or 25%, of the workforce, ranked by pay. The pay quartiles are then broken down by gender. The charts below show the proportion of full-pay men and women in each of the four quartile pay bands at our snapshot date.

The gap shown in the charts below is not because of unequal pay for the same job. The disparity in figures is because of different rates of pay for different jobs where the roles are predominantly filled by one gender or another.

While women make up a large part of our workforce, more of our senior (and therefore highest-paid) people are currently male, evident with such roles as head chefs and general managers being heavily driven by male applicants, which restricts the pool of employees available for us to recruit from. This is common characteristic within the hospitality industry and a factor that influences our gender pay gap.

### UPPER QUARTILE %

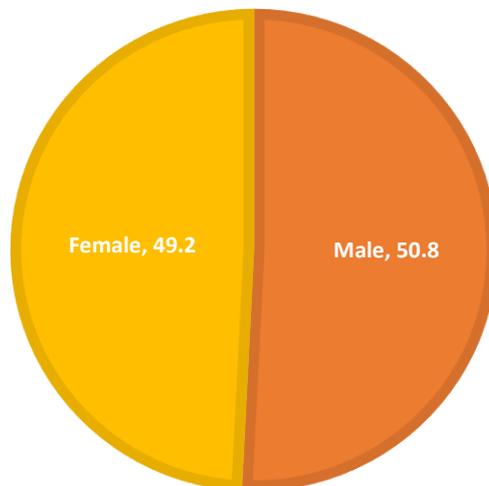
Male Female



The upper middle quartile is very evenly matched with an almost equal ratio of men to women.

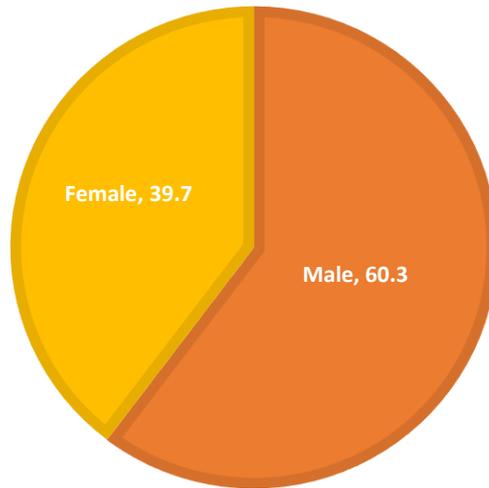
### UPPER MIDDLE QUARTILE %

Male Female



### LOWER MIDDLE QUARTILE %

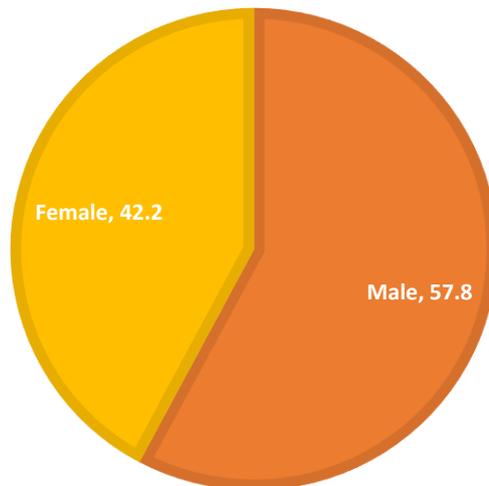
Male Female



There is a greater proportion of men in both the lower middle and lower quartiles.

### LOWER QUARTILE %

Male Female



### 3 Addressing our gender pay gap

As an employer we will remain focused on our people strategy, regardless of gender by;

Continuing to regularly review our workforce structure, ensuring a transparent and fair people and pay strategy, that provides clear guidelines around pay, reward and progression.

Continuing to support our manager's with recruitment decisions through on-going diversity and inclusion training, while building on our company culture to become an employer of choice.

Continuing to proactively build upon the capabilities of our entire workforce and attract and retain high potential talent through robust talent mapping and continual development opportunities.

Continuing to drive forward internal development and career progression opportunities by supporting our people's personal development plans.

### 4 Managing director's perspective: Joycelyn Neve

We are committed to fair pay irrespective of gender and will continue to regularly review our policies and practices, including proactively reviewing decisions relating to annual pay and bonus awards.

We are keen to understand and improve our gender pay gap, creating equal opportunities, with our unwavering commitment to diversity and inclusion.



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Joycelyn Neve**

Managing Director