



Gender Pay Gap Report 2017

Message from Jane Rawden, HR Director

Bistrot Pierre see the sharing of our first Gender Pay Gap Report as a key step to embedding a culture where we continuously encourage meaningful conversations with our employees about equality. For the purposes of this report we have used the approach required by the regulations which compare the pay of males and females. We do, however, recognise that for an increasing number of people gender does not simply refer to male and female. We are proud to say that everyone, no matter what their background, age, race, or gender has an opportunity to develop within Bistrot Pierre. We will continue to closely monitor and review our findings on a regular basis.

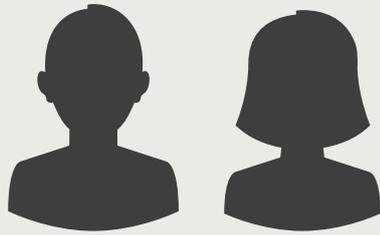
The figures within our report are largely influenced by the structure within the organisation and representation of females in roles that attract bonus payments rather than a disparity in pay between males and females in the same job roles.

The figures in our Gender Pay Report provide a means to continuously challenge ourselves to ask what actions we can take to further encourage a more inclusive workplace. These actions are reflected within our People Strategy. Whilst recognising wider societal and industry norms will have an influence on our published results, we are committed as a business to continue to identify proactive steps to encourage the progression and attraction of talent irrespective of gender and reduce potential barriers that disproportionately impact on particular groups of employees.

The snapshot date on which these figures are based is 5th April 2017.



Hourly Rate



Pay Gap

Mean

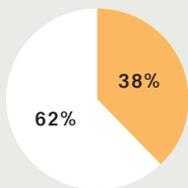
12%

Median

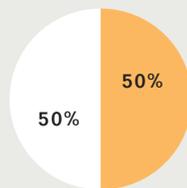
0.0%

Pay Quartiles

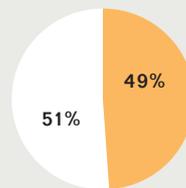
● Male ● Female



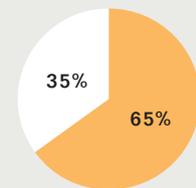
Lower Quartile



Lower Middle Quartile

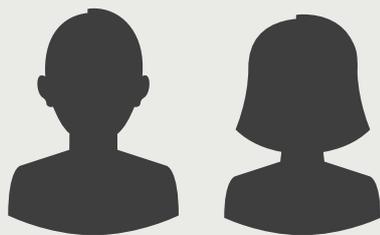


Upper Middle Quartile



Upper Quartile

Bonus Pay



Bonus Gap

Mean

29%

Median

36%

Proportion of Employees Receiving Bonus

Males

Females



30%



17%



Behind the Data

To understand our gender pay statistics, we undertook further analysis of the make-up of our workforce. At the time of the snapshot date we employed 743 employees (**49% male and 51% female**). Further analysis was then undertaken of gender by role which we grouped in to four distinct groups.

61% of our support centre (head office) employees are female

21% of our senior restaurant managers (back and front of house) are female

42% of our other restaurant managers (back and front of house) are female

55% of our team member employees are female

Of the bonuses paid in the relevant bonus period, **47%** was paid to the senior restaurant managers (of which only **21%** of employees are female)

A further **31%** of bonuses was paid to the other restaurant managers therefore **78%** of bonus paid in the relevant bonus period were paid to an employee group whose make up is **37%** female.

Since the snapshot date the number of females within senior restaurant management has already increased and we will continue to encourage the attraction and progression of talent irrespective of gender throughout the business.