

Gender Pay Gap Report 2018

Message from Jane Rawden, HR Director

For the purposes of this report we have used the approach required by the regulations which compare the pay of males and females. We are proud to say that everyone, no matter what their background, age, race, or gender has an opportunity to join and develop within Bistrot Pierre. The figures within our 2018 report are largely influenced by the structure within the organisation and representation of females in roles that attract bonus payments. Our talent strategy of internal development, along with robust attraction and selection strategies creates opportunities for all existing and future employees to be part of Bistrot Pierre. We will continue to closely monitor and regularly review our results.

Introduction

The majority of our staff are paid an hourly rate based on seniority and role. There is no gap between the median rate of pay for males and the median rate of pay for females. However, our figures do show a difference of 19% between the mean rate of pay of male and female colleagues. Further analysis shows that the main reason for this gap is due to women holding significantly fewer senior positions than men, which is a challenge and typical of the sector.

We do however apply fairness and equal opportunities in our recruitment policy and procedure, and strongly promote and encourage internal talent growth. By nature of the hospitality business, we offer the flexibility of working hours through our shift patterns, catering for a fully diverse workforce. We regularly review pay and benefits to ensure this is fair and equitable against roles. We are fully committed to the principle of equal opportunities and equal treatment of all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/ maternity, sexual orientation, gender reassignment or disability.

Understanding the Gender Pay Gap

72% of our total workforce are hourly-paid team members in our national restaurant portfolio, of which 54% are female and 46% male.

Our junior site management team are well balanced with a 42% female, 58% male split.

32% of our General Manager population are female.

The snapshot date on which these figures are based is 5th April 2018.

Hourly Rate



Pay Gap

Mean

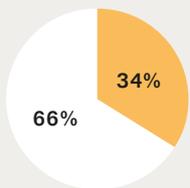
19%

Median

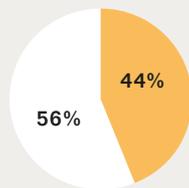
0%

Pay Quartiles

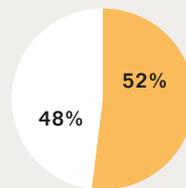
● Male ● Female



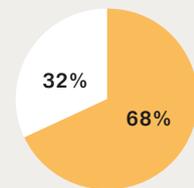
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Bonus Pay



Bonus Gap

Mean

34%

Median

49%

Proportion of Employees Receiving Bonus

Males

Females



29%



18%



Behind the Data

Further analysis of our workforce shows that at the time of the snapshot date, we employed **822 employees** (**51% male** and **49% female**) and by role:

58% of our support centre (head office) employees are female

15% 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

54% 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 **15%** of employees are female).

32% of bonuses were paid to other restaurant managers, therefore **79%** of bonus paid in the relevant bonus period was paid to an employee group whose make up is **35%** female.

Our plans for the future

Since the snapshot date, we have appointed two females into senior Support Centre roles.

The HR function will ensure the continuous review and introduction of best practice attraction and retention strategies, including reviewing all key policies, procedures and compliance.

Throughout the business we continue to encourage the attraction and progression of the best talent in the area, irrespective of gender.

We continue to seek direct feedback and take action from our employees about their perception of Bistrot Pierre as an employer.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Le Bistrot Pierre Ltd. are accurate and were calculated using data for 5th April 2018.