



GENDER PAY GAP REPORT 2018

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Pay Gap - What Is It?

From April 2018, all UK companies with over 250 employees are required under new Government regulations, to report on their gender pay and bonus gap.

The gender pay gap measures the differences between the average hourly pay for men and women across the whole company population, regardless of the role and position they hold; from our newest members to our Directors. It therefore also reflects any imbalance between the proportion of women and men employed by our business.

Our Report Will Confirm;

1. The mean and median gender gaps in hourly pay
2. The mean and median gender gaps in bonus pay
3. The proportion of male and female family members (employees) who received bonuses
4. The proportion of male and female family members in each pay quartile.

OUR RESULTS - APRIL 2018

Pay Gap & Bonus Gap

Difference between men & women	Mean (average)	Median (middle)
1. Pay Gap	3.4%	0.0%
2. Bonus Pay Gap	89.5%	78.5%

positive variance shows in favour of male

Proportion of male & female team members receiving a bonus

male	female
0.2%	0.1%

Pay by Quartile

Upper quartile	male	female
	75.5%	24.5%
Upper middle quartile	male	female
	71.1%	28.9%
Lower middle quartile	male	female
	69.8%	30.2%
Lower quartile	male	female
	61.6%	38.4%

ATTRACTIVE TO ALL

We're pleased to celebrate our 'equal' median pay rate of 0.0% across our business regardless of gender, and pleased that on both mean and median scores report below the national average. Our slight gap in our mean and bonus pay is reported regardless of the role and position they hold; from our newest members to our Directors. It therefore also reflects any imbalance between the proportion of women and men employed by our business. We are sure that women and men are 'paid equally' for the equivalent jobs across the company.

We continually review our company practices, policies and procedures to ensure our roles in every department are attractive to all, and actively work to reduce our gender imbalance and continually improve our pay gap mean score.

The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We confirm that the calculations and the data provided for Tyfoon Restaurants (Big Easy & Clos Maggiore) are accurate and in line with the above reporting regulations.

Founder and CEO

Paul Corrett