

A romantic dining room with a stone fireplace, white tablecloths, and a ceiling of white blossoms. The room is dimly lit with warm lights, creating a cozy atmosphere. The fireplace is in the center, with a fire burning. The tables are set with white cloths, glassware, and plates. The ceiling is covered in a dense canopy of white blossoms, likely cherry or apple blossoms, which are illuminated by warm lights. The walls are made of stone, and there are large windows or doors in the background.

GENDER PAY GAP REPORT 2019

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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 2019

Pay Gap & Bonus Gap

Difference between men & women	Mean (average)	Median (middle)
1. Pay Gap	16.7%	14.3%
2. Bonus Pay Gap	28.8%	28.5%

positive variance shows in favour of male

Proportion of male & female team members receiving a bonus

male	female
0.1%	0.1%

Pay by Quartile

Upper quartile	male	female
	78.3%	21.7%
Upper middle quartile	male	female
	66.8%	33.2%
Lower middle quartile	male	female
	67.3	32.7%
Lower quartile	male	female
	68.3%	31.47%

ATTRACTIVE TO ALL

Our 2019 median pay gap report of 14.3% is driven heavily by the gender imbalance within the few most senior Director roles that exist. We're pleased to celebrate our equal median pay rate of 0.0% across our business amongst all other roles that represents over 90% of our staff, regardless of gender, and pleased that our both mean and median scores report below the national average of 2018 (latest available at time of reporting). 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 Typhoon Restaurants (Big Easy & Clos Maggiore) are accurate and in line with the above reporting regulations.

Founder and CEO
Paul Corrett