

Charlie Bigham's

Gender Pay Gap Report



What is Gender Pay Gap?

Gender Pay Reporting is a regulation under the Equality Act 2010. As an employer of more than 250 people, we are required to publish our Gender Pay Gap results, data is taken from those employed on 5th April 2019.

We are required to report on 6 metrics that show the difference in the average earnings of all men and all women who work as part of the Bigham's team. These metrics are:



The Gender Pay Gap is not to be confused with equal pay, which is when there is a difference in pay between men and women who carry out the same or similar job or work of equal value.

Within the report any number above zero represents a gap in favour of men, any minus figure is favourable to women.

Our Results

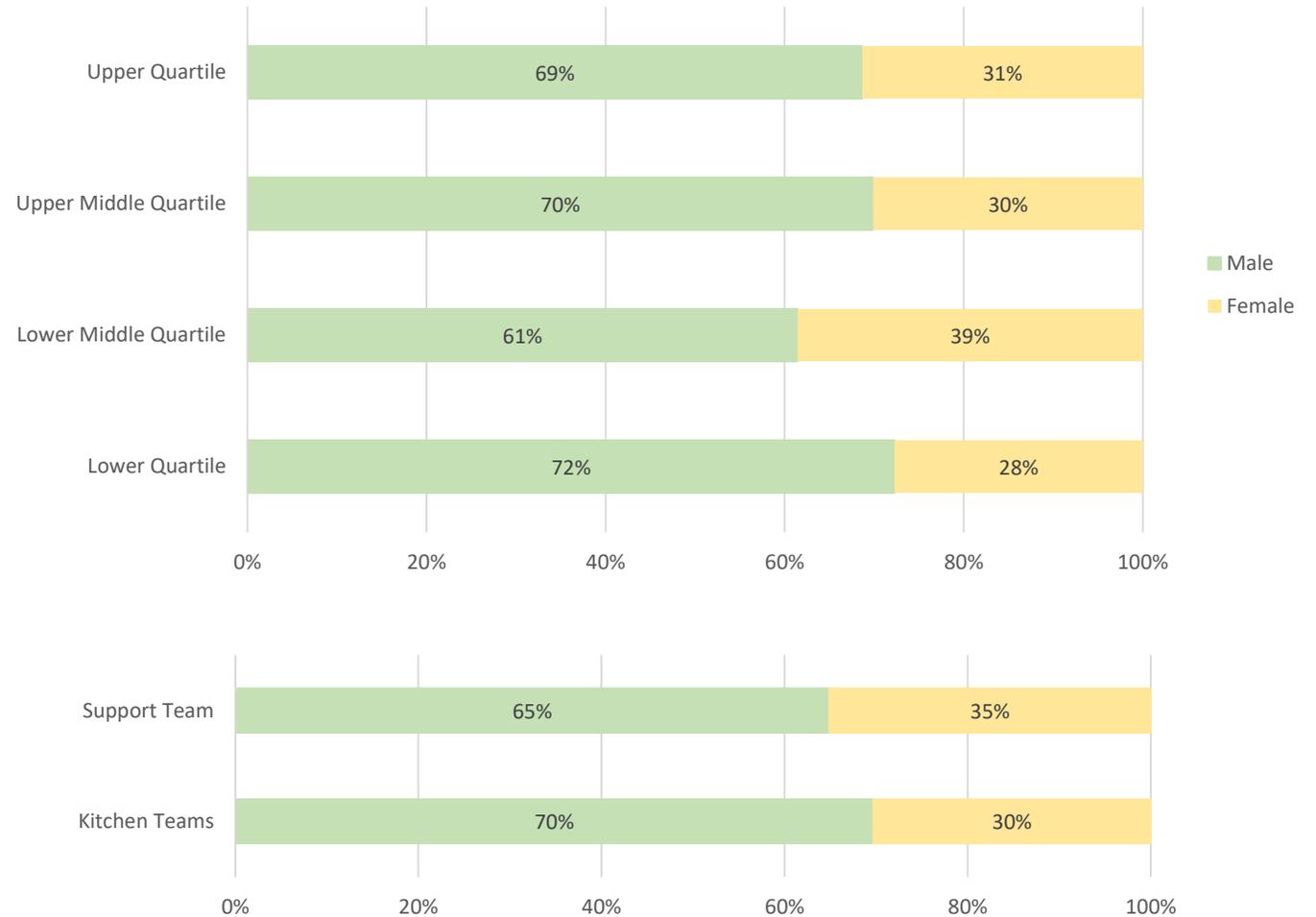
HOURLY PAY

*Bigham's
Mean Pay Gap
10.0%*

*Bigham's
Median Pay Gap
1.0%*

*The UK
Gender Pay
Gap is: 17.9%*

*Proportion of male and females in each pay quartile,
and the overall team*



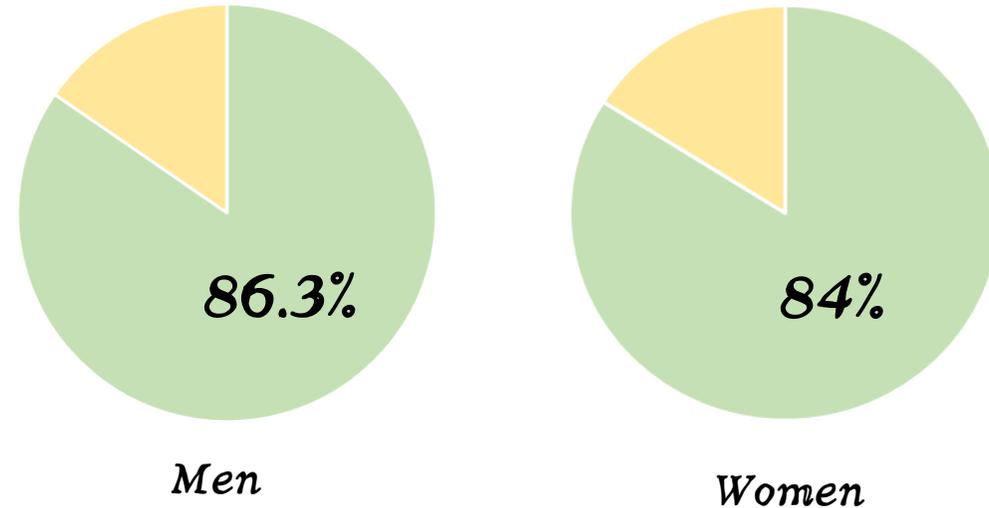
Our Results

BONUS PAY

Mean Bonus Pay
Gap
40.2%

Median Bonus Pay
Gap
-5.9%

Proportion of people that received a
bonus in the last 12 months



Everyone in the team has the chance to earn a bonus following their probationary period. Members of the team who didn't receive a bonus were new starters.

Supporting Comments

- *We are pleased that our Gender Pay Gap is almost half that of the UK as a whole, and are committed to continuing to seek ways to ensure the diversity of our teams.*
- *The proportion of women in our upper, upper middle and lower middle pay quartiles has increased representing the increasing number of women in management roles, and the development opportunities available to everyone in our kitchen teams.*
- *Our bonus mean gender pay gap has increased as a result of changes in the senior team. We know from our external benchmarking that senior level bonuses are comparable to those within our industry.*