



Charlie Bigham's

Gender Pay Gap

2021-2022

Gender Pay Gap

Organisations with over 250 people have a legal requirement to report the average difference in earnings between men and women for the payroll period including 5th April 2022

Men and women across all levels are included in the calculation and it is not a reflection of a gap in people doing the same role

We report on 6 metrics and aim to improve year on year:

<u>Hourly pay</u>			<u>Bonus pay (12 months)</u>		
Mean Gap	Median Gap	Pay Quartiles	Proportion receiving a bonus	Mean Gap	Median Gap

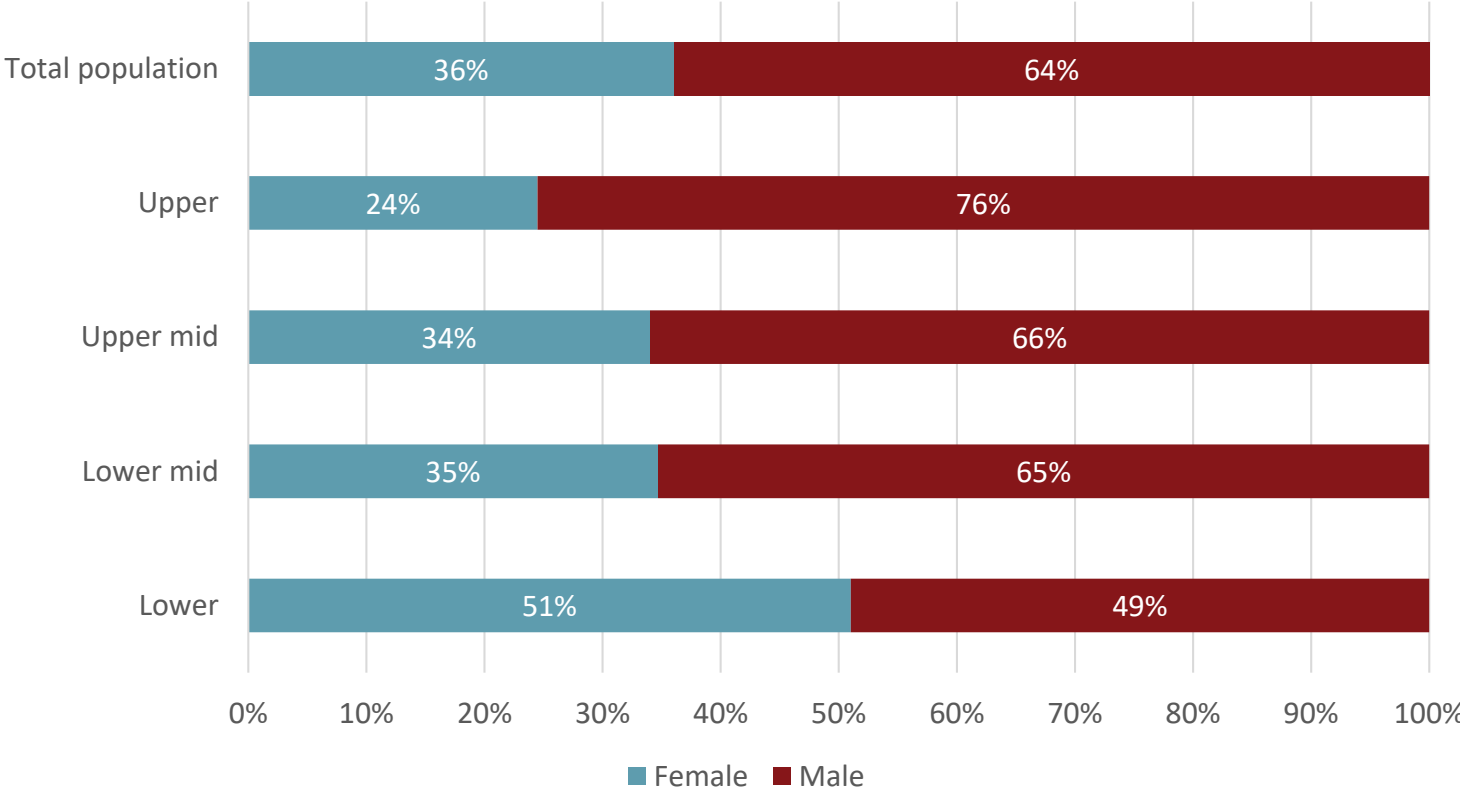


Summary

- We are proud to see that our recruitment training efforts and the newly introduced variety in shift patterns has resulted in a greater proportion of women choosing to join Charlie Bigham's.
- It is fantastic to see that we have achieved an increasing female representation in our kitchens.
- To increase our female representation across all pay quartiles, the next step of our journey, which is already underway, is to upskill new and existing talent to achieve their full potential in the organisation.
- We have a robust Team Member to Team Leader pathway which is available to all new team members in our kitchens. For the Support Team, we have introduced a skills & competencies framework which will enable us to introduce the right learning and development for every individual's needs to excel in their role and beyond.
- As a B-Corp, we believe diversity and inclusion in our workforce is of upmost importance and we seek to continue to increase both representation and opportunity for progression.



Results overview – hourly pay



Both the upper and lower mid quartiles are in proportion with our overall population.

We now need to focus on realigning the upper and lower quartiles which we have already started – more information in the following slides.



Results overview – hourly pay

Mean pay gap
12.8%

Median pay gap
6.4%

In the last year we have grown our team by 16%.

Whilst we are proud to onboard so many new colleagues, our mean pay gap has deteriorated slightly. We have started taking action in continuing to develop our colleagues and provide equal opportunity for growth.

On the other hand, our median pay gap has improved.



Results overview - bonus

69.0%

of women received a
bonus last year

68.5%

of men received a
bonus last year

All our colleagues across both our Kitchen and our Support teams are eligible for bonus.

Only new starters who are on probation and leavers would not receive a bonus.



Results overview - bonus

Mean bonus gap
57.0%

The mean bonus is heavily influenced by the upper quartile which includes our board members. As the team grows and develops, we are looking to rebalance at all levels.

Median bonus gap
0%

We are proud to see that our median bonus gap is 0% which suggests that the majority of men and women receive the same level of bonus.

