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Gender Pay Gap Reporting Statement

Introduction

We have reported our gender pay gap in line with government guidelines:- as at the snap shot date of 5th April 2022, we have now reached over 250 employees for the first time.

The majority of our employees within our sites are on zero-hour contracts so we used an average of the hours worked in the last 12 weeks due to irregular hours. We have also excluded any employees on Maternity Leave.

The Results

At the moment 63% of all our employees are female.

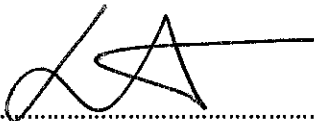
Our Upper Income Quartile is almost even in regard to gender, Being split by 53% of Male employees Vs 47% of female employees.

Even though we are paying less bonuses to female employees, bonuses are based on performance only and the same scheme is offered to all the relevant employees no matter the gender of that employee.

Our Lower Quartiles are mainly made up of Female employees, This could be due to the flexibility that comes with zero-hour contracts that are associated with our lower pay roles that often female employees require for caring responsibilities.

Summary

We will continue to monitor these figures year on year and ensure we are doing our utmost to ensure that we keep improving the gender pay gap. We will also continue to not discriminate by gender and recruit based on the best talent available.



Signed By

Christopher Wright

Finance Director