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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 snapshot date of 5th April 2023, we had over 250 employees.

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 for those employees. We have also excluded any employees on Maternity Leave.

The Results

At the moment 57% 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 and has remained constant from the previous year due to long term management staff remaining within the company.

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. However, this year the split has begun balancing out in terms of gender in the lower income quartiles, going from 69% of Female in the lowest quartile last year to 54% of females in this year.

Summary

We will continue to monitor these figures year on year and ensure we are doing our upmost 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.

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Signed By

Christopher Wright

Finance Director

EmployerName	MCMANUS MANAGED PUB CO LTD
CompanyLinkToGPGInfo	
EmployerSize	250-499
DataSubmittedOnTime	<i>We hope!</i>

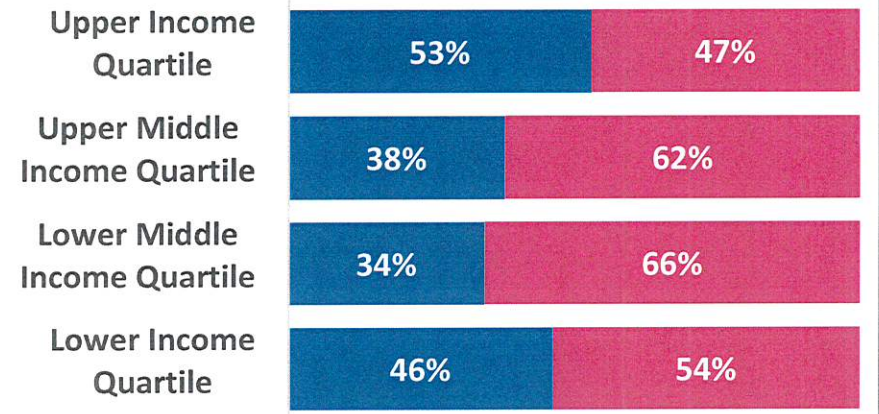
MCMANUS MANAGED PUB CO LTD	Data to Report
Mean Pay Gap	48%
Median Pay Gap	21%
Mean Bonus Gap	34%
Median Bonus Gap	11%
%Men receiving Bonus	17%
%Women receiving Bonus	4%

MCMANUS MANAGED PUB CO LTD	Male	Female
Lower Income Quartile	46%	54%
Lower Middle Income Quartile	34%	66%
Upper Middle Income Quartile	38%	62%
Upper Income Quartile	53%	47%

[Struggling to interpret these numbers? Click here for help.](#)
[Why might some gender pay gap data be incorrect? Click here for more info.](#)

MCMANUS MANAGED PUB CO LTD Hourly Earnings by Gender

- For every £1 the median man earns, the median woman earns £0.79
- 57% of employees are women



Gender pay gap shown is based on median hourly earnings by gender

Chart prepared by Nigel Marriott, Independent Statistician

www.marriott-stats.com