



McManus Pub Company Limited, Kingsthorpe Road, Northampton NN2 6HT
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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 2025**, we had over 250 employees. As with previous years, many of our employees work irregular hours, including on zero-hour contracts, which provide flexibility for both the business and our teams. In accordance with government guidance, we have excluded any employees on maternity, paternity, adoption, parental, shared parental or long-term sick leave.

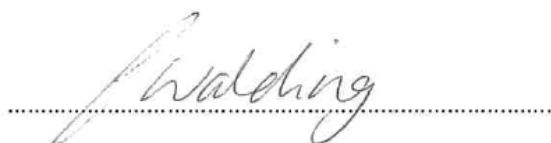
- **The Results:**

At the moment **57% of all our employees are female.**

- Our Upper Income Quartile continues to show a higher proportion of male employees, with 61% of our highest-paid roles held by men and 39% by women. This reflects the structure of our senior workforce, where we currently have more male employees in senior positions such as Head Office Management, General Managers, Business Development Managers and Senior Chefs.
- The Lower, Lower Middle and Upper Middle quartiles remain predominantly female. This continues to reflect the flexibility associated with many of our hourly-paid or part-time roles, which can suit individuals who may require flexible working arrangements for family or caring responsibilities.
- There has been a swing in the bonus position this year. Although a higher percentage of male employees received a bonus (9.36% of men compared with 3.70% of women), the average bonus amounts paid to female recipients were higher, resulting in a negative mean and median bonus gap. Bonus awards continue to be based solely on performance, and the same scheme is offered to all eligible employees irrespective of gender.
- Our Mean Gender Pay Gap is 11.86%, while our Median Gender Pay Gap is 0.02%. This means that for every £1 earned by the median male employee, the median female employee earns £1.

- **Summary:**

We remain committed to monitoring our figures year on year and to taking action to further reduce the gender pay gap across the business. We continue to ensure that our recruitment processes, pay structures and promotion decisions remain fair, transparent and based solely on ability, performance and experience.



Signed By

Caroline Walding

Financial Controller

EmployerName		MCMANUS MANAGED PUB CO LTD	
CompanyLinkToGPInfo			
EmployerSize		250-499	
DataSubmittedOnTime		We hope!	
MCMANUS MANAGED PUB CO LTD		Data to Report	
Mean Pay Gap		11.86%	
Median Pay Gap		0.02%	
Mean Bonus Gap		-159%	
Median Bonus Gap		-57%	
%Men receiving Bonus		9%	
%Women receiving Bonus		4%	
MCMANUS MANAGED PUB CO LTD		Male	Female
Lower Income Quartile		35%	65%
Lower Middle Income Quartile		41%	59%
Upper Middle Income Quartile		35%	65%
Upper Income Quartile		61%	39%

MCMANUS MANAGED PUB CO LTD Hourly Earnings by Gender	
■ For every £1 the median man earns, the median woman earns £1.00	
■ 57% of employees are women	
Upper Income Quartile	61% (Male) / 39% (Female)
Upper Middle Income Quartile	35% (Male) / 65% (Female)
Lower Middle Income Quartile	41% (Male) / 59% (Female)
Lower Income Quartile	35% (Male) / 65% (Female)

Gender pay gap shown is based on median hourly earnings by gender
 Chart prepared by Nigel Marriott, Independent Statistician
www.marriott-stats.com

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