

GRAYSONS RESTAURANTS

Snapshot date

5th April 2020

Gender pay gap report

At Graysons we have a pay structure for each level of employment within our business and men and women are paid equally for the same roles within this structure.

Our gender pay gap is being driven by a higher proportion of men to women in certain roles.

We continue work toqards reducing our gender pay gap by actively developing and recruiting more women into senior chef roles across our business and developing and attracting more women into senior leadership positions.

Difference in hourly rate

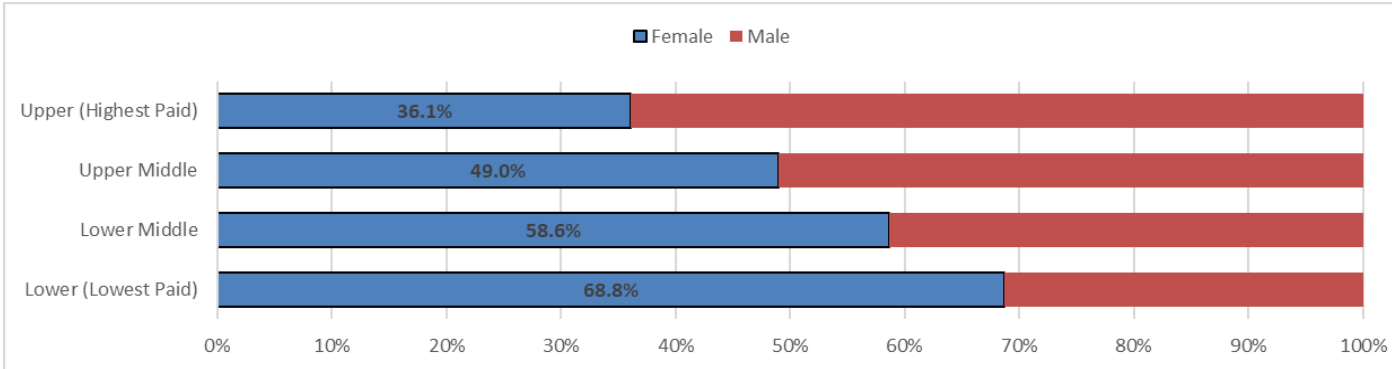
Women's mean hourly rate is **15.1% lower** than men's

In other words when comparing mean hourly rates, women earn £0.85 for every £1 that men earn.

Women's median hourly rate is **7.8% lower** than men's

In other words when comparing median hourly rates, women earn £0.92 for every £1 that men earn.

Proportion of women in each pay quartile



Who received bonus pay

5.9% of women

10.7% of men

Difference in bonus pay

Women's mean bonus pay is **58.7% lower** than men's

Women's median bonus pay is **16.7% lower** than men's