

# Gender Pay Gap Report 2021

## Message from Michelle Bowskill, Head of People

Recruitment proved challenging following the Covid-19 lockdowns with some employees leaving the hospitality industry, so we took the opportunity to refresh our recruitment strategies and advertising platforms. All of our vacancies are accessible to everyone and by nature of the hospitality business, we offer the flexibility of working hours through our shift patterns, catering for a fully diverse workforce.

We regularly review pay to ensure this is competitive and fair and have enhanced our benefits package offered to employees at all levels, including increased employee discount, a wider menu for meals when on shift, instant access to earned pay and private medical insurance for senior roles.

We continue to develop innovative approaches to our talent strategy through internal development for high potential employees starting off in their management career, by means of an evolved management training programme called Inspirational Leadership and by encouraging development by working at other workplaces within our business.

Our talent strategy of internal development, along with robust attraction and selection strategies creates fair opportunities for all existing and future employees.

Bistrot Pierre remains committed to ensure equal pay for work of equal value for all employees, irrespective of gender and we will continue to closely monitor and regularly review our results and apply the approach required by the regulations which compare the pay of males and females.

## Understanding the Gender Pay Gap

Our workforce is made up of **78%** hourly paid employees and **22%** salaried with a **50-50** male and female gender population.

- **71%** of our support centre (head office) employees are female
- **19%** of our senior restaurant managers (back and front of house) are female
- **16%** of our General Manager population are female

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Bistrot Pierre 1994 Ltd are accurate and were calculated using data for 5th April 2021.

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

This is our annual gender pay gap report for the snapshot date of 5 April 2021:

- Our mean gender pay gap is **7.6%**
- Our median gender pay gap is **0%**
- There were no bonuses paid in the snapshot period, therefore we no figures for the mean and median gender bonus gaps

### Upper Hourly Pay Quartile



57%



43%

### Upper Middle Hourly Pay Quartile



46%



54%

### Lower Middle Hourly Pay Quartile



64%



36%

### Lower Hourly Pay Quartile



50%



50%

Bistrot Pierre has a **7.6%** pay gap between the mean hourly rate of men and women, versus the national pay gap average of **15.4%**, which is made up as follows:

	Male	Female	Variance	
<b>Mean Average</b>	£14.40	£13.31	£1.09	7.6%
<b>Median</b>	£8.91	£8.91	£0.00	0.0%