

The City Pub Group PLC

Gender Pay Gap Report

Based on data from 5 April 2020

Published on 5 October 2021

Introduction

Our Mission is to be recognised as the best employer in our industry. We want to be the company that everyone wants to work for and other companies aspire to be like. We recognise that it is through all of the people that make up our diverse and inclusive culture, that this will be achieved. Everyone has the opportunity to have an impact and every contribution is highly valued.

Impact of Covid-19

Like many UK employers, the City Pub Group was significantly impacted by the Covid-19 pandemic and following the enforced closure of all our pubs on 20 March 2020, the majority of our employees were placed on furlough under the Coronavirus Job Retention Scheme (CJRS). At the time of the snapshot reporting date of 5 April 2020 more than 99% of our employees were on furlough. This has had a significant impact on the information that is used to create the gender pay gap disclosures. The reported figures reflect the earnings information for the small minority of employees (less than 1%) who were at work on the snapshot date; this minority include the executive board.

The bonus gender pay gap information includes the whole of the workforce.

There were approximately 1,200 employees in the business as we headed into the pandemic. This group includes our head office, operation managers, directors, general managers, head chefs and all other site level roles.

Understanding our Pay Gap

At some 28.9% our mean gender pay gap is impacted by our full executive board of directors remaining at work together with only a small group of 5 key head office employees, while more than 99% of our workforce were designated as furloughed under the CJRS.

Historically gender pay gaps result from the types of roles which men and women have held and the salaries that these roles attract. In effect, we have had a higher number of men in roles that pay more, including senior managers, general managers and head chefs.

We are not alone in this and understand that this is an issue throughout our industry. That said, we believe we compare well with other comparator organisations. However, we are not complacent and have introduced a number of initiatives, actions and programmes to reduce our gender pay gap.

Closing our Pay Gap

Our ambition is to close the gap. To achieve this, we are committed to delivering initiatives to improve how we attract, engage and develop women as well as other under-represented groups.

We are investing in development opportunities for our people. We have launched a number of development programmes to prepare internal candidates for promotion. Our Assistant Manager Development Programme has been running for a number of years with women accounting for just over half of the attendees, with most having been promoted to new roles.

Our Senior Chef Development Programme has been also been running for a few years and we also have our Chef Academy and hope that many of its participants going forward will be women, as currently head chef roles are predominantly held by men.

Statutory Disclosures

Percentage of male / female employees	77.8% / 22.2%
Mean pay gap*	28.9%
Median pay gap	40.7%
Mean bonus gap	34.8%
Median bonus gap	30.8%
Percentage of males / females receiving bonus	73.9% / 73.3%

** positive figure denotes male pay is higher*

% of males / females making up quartiles	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Male	100%	100%	50.0%	50.0%	77.8%
Female	0%	0%	50.0%	50.0%	22.2%

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2020.



Tarquin Williams
Chief Financial Officer