

## **McMullen's of Herford Limited – Gender Pay Gap Report April 2023**

Under the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations, 2017, McMullen's of Hertford Limited are required to report and publish information on our gender pay gap as at, 5 April 2023.

<b>MEDIAN GENDER PAY GAP</b>	<b>MEAN GENDER PAY GAP</b>
<b>-1.41%</b>	<b>-1.50%</b>
<i>The UK Median pay gap for full and part time employees in 2023 is reported as 7.7% (Source: Office for National Statistics subject to final analysis). McMullen's of Hertford Limited is reporting below this figure at 4.1%</i>	
<b>MEDIAN BONUS PAY GAP</b>	<b>MEAN BONUS PAY GAP</b>
<b>33%</b>	<b>46%</b>
<ul style="list-style-type: none"><li>• 58% of male employees received a bonus</li><li>• 67% of female employees received a bonus</li></ul>	

### **Quartile Results**

This calculation requires an employer to show the proportions of male and female full pay relevant employees in quartile pay bands.

<b>Pay Distribution</b>	<b>Male</b>	<b>Female</b>
Upper Quartile	51%	49%
Upper Middle	43%	57%
Lower Middle	49%	51%
Lower Quartile	43%	57%

Compared to our last report, there has been a decrease in our median and mean pay gap figures and for the first time, female team are paid slightly more than our male team members but on the snapshot date, we did employ more females than males. A bonus scheme is available for all roles and although it's positive to see that bonus is being paid to an equal number of male and female team, there is still some way to go to make senior leadership roles in large businesses more attractive to females, especially in the roles of Assistant Kitchen Manager and Kitchen Manager.

We continue to focus on people development and personal growth and 60% of our pubs are run by General Managers who have been internally promoted and 40% of our single management sites are operated by female General Managers.

Our current Assistant Manager female population remains at 54%, but there continues to be a higher proportion of males in senior kitchen roles, although recruitment of back of house roles generally remains challenging, we will continue to look for ways to recruit more females. We have taken steps to find ways to provide more flexible working, more attractive policies, including enhanced maternity pay for qualifying team, and company events that are inclusive for our female team members.

In respect of all our team, we continue to strive to improve their work life balance and provide a positive working environment that encourages personal growth, recognises diversity and where everyone is encouraged to be the best of themselves.

**Heydon Mizon**  
**Managing Director**

**March 2024**