

McMullen's of Herford Limited – Gender Pay Gap Report April 2018

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, 2018.

MEDIAN GENDER PAY GAP	MEAN GENDER PAY GAP
2.9%	4.3%
<i>The UK Median for full and part time employees in 2018 is reported as 17.9% (Source: Office for National Statistics). McMullen's of Hertford Limited is reporting below this figure at 2.9%</i>	
MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
49.3%	0%
<ul style="list-style-type: none"> • 63% of male employees received a bonus • 71% of female employees received a bonus 	

Quartile Results

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

Pay Distribution	Male	Female
Upper Quartile	52%	48%
Upper Middle	44%	56%
Lower Middle	37%	63%
Lower Quartile	47%	53%

As we reported last year these results reflect our continuing team career development policy which provides clear and accessible opportunities to train and develop and pay that reflects performance and responsibility.

Our strategy of people development continues to help us to meet our company goals, our stated purpose our vision and enables us to build strong in-house teams with strength in depth.

Our strategy remains to retain our good team members by offering the opportunity for them to progress their skills and career and by treating them well in a workplace that is both fun and happy. At the time of writing 52% of our managed estate is operated by General Managers who have come through our career development programme.

There continues to be a higher proportion of males in General Manager and Kitchen Manager roles which impacts the bonus pay gap figures. As reported last year, higher bonuses are made for these particular roles due to the skills shortage at this level which affects the hospitality industry as a whole. However we are glad to report that the number of female General Managers has increased slightly and our career development programmes for our back of house team are gaining traction and we hope that the impact of these will show in in the coming years.

Heydon Mizon
Managing Director
March 2019