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# Gender Pay Gap Report

2023



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# Searcys Gender Pay Gap

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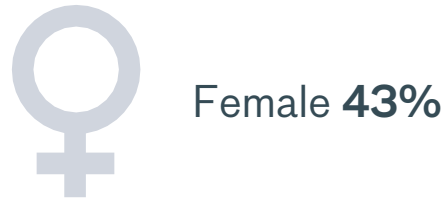
# What is Gender Pay Gap Report?

The Gender Pay Gap Reporting is defined as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

## What's included in our calculations:

Calculations of mean and median pay and of quartile pay bands are based on data from April 2023 only, including ordinary pay and bonus pay.

Our data represents our population of 43% female and 57% male (April 2023). This includes 842 people across 25 Searcys locations.



## Report requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2023)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2023)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts)
- The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x % less than men).

The **mean** pay gap is a difference in the arithmetic average hourly pay for one group compared to the other, within our organisation (men compared to women). This is calculated by adding up all the hourly rates separately for males and females and dividing by the total number of results in each list.

The **median** gap represents the middle point of a population. If we lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The **mean** and **median** are important metrics and need to be looked at together.

Our commitment is to strive to have an inclusive place to work for our teams sits at the very heart of our business.

We value the contribution of all our teams regardless of their gender identity.

In 2023 Searcys made good progress in reducing the gender pay gap and we continue to make improvements.

# Searcys Gender Pay Gap Results

Gender Pay Gap	April 23	April 22
Mean	9.92%	14.3%
Median	0.77%	6.65%
<b>Bonus Pay Gap</b>		
Mean	3.87%	22.82%
Median	22.81%	32.12%
<b>% employees receiving a bonus</b>		
Male	20.45%	13.8%
Female	18.14%	13.7%

## MEAN GENDER PAY GAP

The Mean Gender Pay Gap is **9.92%**

## MEDIAN GENDER PAY GAP

The Median Gender Pay Gap is **0.77%**

## PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

QUARTILE	APRIL 23		APRIL 22	
TOP	61.90%	38.10%	65.74%	34.26%
UPPER MID	53.81%	46.19%	58.76%	41.24%
LOWER MID	58.77%	41.23%	60.11%	39.89%
LOWER	52.13%	47.87%	45.76%	54.24%



# Searcys Gender Pay Gap Results



We are delighted that in 2023, we reduced our gender pay gap by 4.98%.

Our mean gender pay gap has significantly improved, currently standing at 9.92%. This compares to 14.3% in 2022 and it is lower than the UK average of 14.9% according to the ONS.

Our median gender pay gap has shown an improvement too, moving from 6.65% in 2022 to 0.77% in 2023.

A decrease in female headcount in the lower quartiles and increase in upper mid quartiles has increased the median rate of pay for females. This leads to a positive influence on the gender pay gap and also helps to explain the significant decrease in the gender pay gap this year. We increased the number of female General Managers by 50% in the last 12 months. We promoted 60 people and 31 of those identify as female.

The difference between mean and median pay gap provides valuable insight. A group of high male earners makes our mean figure higher than the median.

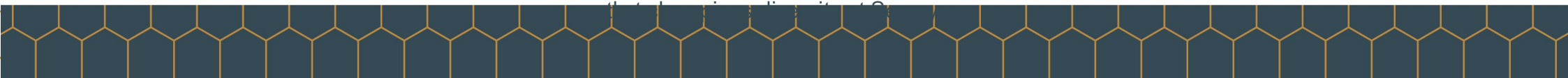
We can also see a positive decrease from 22.82% to 3.87% in the bonus pay gap from 2022. The proportion of men employed by the Company who received a bonus in the 12 months up to 5 April 2023 was 20.45%, while for women this was 18.14%. This reflects the higher proportion of men in management which, under our current policy, attract a performance bonus.

We know that men often and disproportionately occupy senior roles in our industry and while we are encouraged by the progress made in recent years, we must go further making our industry more inclusive and attractive to women.

We remain committed to attracting, developing and retaining more diverse talent, including creating a pipeline of female talent and recruiting a higher proportion of women into senior roles.

We are identifying and removing potential barriers to further increase the number of female General Managers and Senior Chefs and middle managers across our venues.

We are continuing to make good progress in building an inclusive, equitable culture



# Searcys Actions and Commitments

The actions we are taking improve our gender representation fall into three areas:

## Recruitment

- We will launch our inclusive recruitment learning sessions raising bias awareness and scenario-based training by the end of quarter 2 in 2024.
- We will upskill our teams to improve how they connect and hire people from diverse backgrounds in 2024.
- We will encourage the attraction of individuals that identify as female along with people from other underrepresented groups.
- We will continue to partner with our chosen charities to support disadvantaged individuals to obtain employment opportunities.
- We will continue to monitor the diversity of applicants through our Applicant Tracking System.
- Our recruitment selection panels have equal representation of all genders that will make decision on leadership appointments.

## Retention

- We run several career development programmes to support the progression of female leaders including cross-industry mentoring and reverse mentoring programme.
- We will launch our employee engagement survey specifically centred around measuring and understanding diversity and inclusion in 2024.
- We will continue to partner with Henpicked who are experts in the menopause. We will support our team members and partners who may be affected by the menopause, ensuring that there is no barrier for future succession.
- We are committed to helping all our team members to find the preferred work-life balance.
- In 2023 we enhanced our family friendly benefits including maternity and paternity. Our focus is to support and encourage parents that want to return to work.

## Progression

- Every member of our leadership team has a DE&I-focused goal.
- We will increase our marginalised gender representation in leadership roles to 40% by 2026.
- We will increase female representation in leadership roles C, C-1 and C-2 to 40% by 2027
- We monitor our gender pay gap on a monthly basis to maintain it below 10%.
- We will introduce a dedicated Diversity, Equity, and Inclusion committee, "Enlight" where we will celebrate the diversity of our workforce across all aspects of Searcys ensuring that our policies, processes and practices are truly representative of the perspectives, cultures, and identities within our workplace.
- We focus on talent and succession planning to ensure equal representation among senior roles.

# Searcys Final Commentary



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We recognise that in certain roles there is an imbalance between male and females, and we continually and actively address this to improve it.

We ensure that we take action to recruit, retain and develop our teams irrespective of their gender identity.

We have an inclusive team and one that represents our local communities.

We are proud that our gender pay gap has steadily improved year on year and committed to see this trend continue into 2024 results.

Searcys is actively involved in our wider WSH ESG strategy with particular focus on inclusion.

We are committed to create inclusive workplaces where everyone can thrive.

**Declaration – I confirm that the information in this statement is accurate**

A handwritten signature in black ink, appearing to read 'P. Jackson', with a long horizontal stroke extending to the right.

**Paul Jackson**  
Managing Director



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*Make it Special.  
Make it Searcys.*