

Gender Pay Gap Report 2024

Oakman Inns & Restaurants Ltd

Reporting date 5th April 2023

Under the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Oakman Inns & Restaurants Ltd are required to report and publish their information on its gender pay gap.

Oakman Inns & Restaurants Ltd report as at 5th April 2023

Mean Gender Pay Gap	
2022	2023
18.1%	16.5%

Median Gender Pay Gap	
2022	2023
5.6%	-7.7%

UK Mean for full time employees in 2023 is reported as 14.3% (Source Office for National Statistics).

Mean Bonus Pay Gap	
2022	2023
69.5%	41.8%

Median Bonus Pay Gap	
2022	2023
48.1%	38.7%

The proportion of bonuses being received is 98 Male to 83 Female.

Pay Distribution	Male		Female	
	2022	2023	2022	2023
Upper Quartile	73.0%	72.0%	27.0%	28.0%
Upper Middle	45.0%	55.0%	55.0%	45.0%
Lower Middle	37.0%	46.0%	63.0%	54.0%
Lower Quartile	41.0%	49.0%	59.0%	51.0%

Quartile Results

Oakman Inns & Restaurants Ltd from its inception, has been committed to the value of equal pay for the roles performed within the Company. We are satisfied that the hourly pay per job role is equal for all against the national minimum wage, development stepped pay increases and the experience a team member brings to the company.

Our hourly paid team members are employed against our Values and receive developmental progression. Our business leaders receive pay banding information to ensure we have parity across our teams and within the marketplace. Our results this year shows a decreasing gap against the Mean Gender Pay Gap percentage. When comparing the gap to non pandemic year we are decreasing the gap. (2017 18.4%, 2018 16.6%, 2019 15.1%)

Our industry attracts those seeking part-time roles whilst remaining in education, in addition to those choosing the pub industry as a career. We are encouraging our part-time female workers to take up a trainee manager and sous chef roles and this is reflected in the Quartile results especially in the Upper Quartile that sees an increase of female workers from 27% to 28% in 2023. The Lower Quartile and Lower Middle Quartile for 2023 also shows less females.

Our management teams have seen a small decrease in the number of female pub managers though, compared to 2022 with 49% being recorded compared to 44% this year. Oakman continue to develop management teams against robust and transparent processes with over 51% of our Trainee Assistant Managers coming through being female which is a 7% decrease compared to last year's reporting.

The bonus payments are received for those achieving performance-based criteria and will, in main, apply to those working in the management and Head Chef roles. The bonus schemes are KPI led and paid to the site that has over performed against budget and team performance measures. This year the Bonus gap has decreased due to more females in management or Head Chef roles receiving a bonus.

Supporting the Gender Pay Gap

We will continue to recruit against our values ensuring the best talent is attracted to the business regardless of gender. The Oakman Group is further committed to ensuring the casual dining industry is attractive for those with caring responsibilities and will continue to offer a flexible approach to working practices including those returning from Maternity or Parental Leave.

Our current Leadership Team has increased the number of female directors and our female managers within Head Office.

Oakman Inns continues to be committed to reviewing the balance of Head Chef Applicants and internal progression routes to ambassador this profession amongst female chefs. Our challenge remains for this year to encourage more female chefs to join the casual dining sector and progress through our Chef Culinary Management Programme. We have placed a dedicated forum to understand how we can better support females entering the chef profession and what further actions can be taken to progress through to the more senior roles.

Declaration

Signed by: CEO Peter Borg-Neal



March 2024