

## Anglian Country Inns Ltd - Gender Pay Gap Reporting April 2019

Legislation requires all employers with over 250 employees to publish annually their Gender Pay Gap.

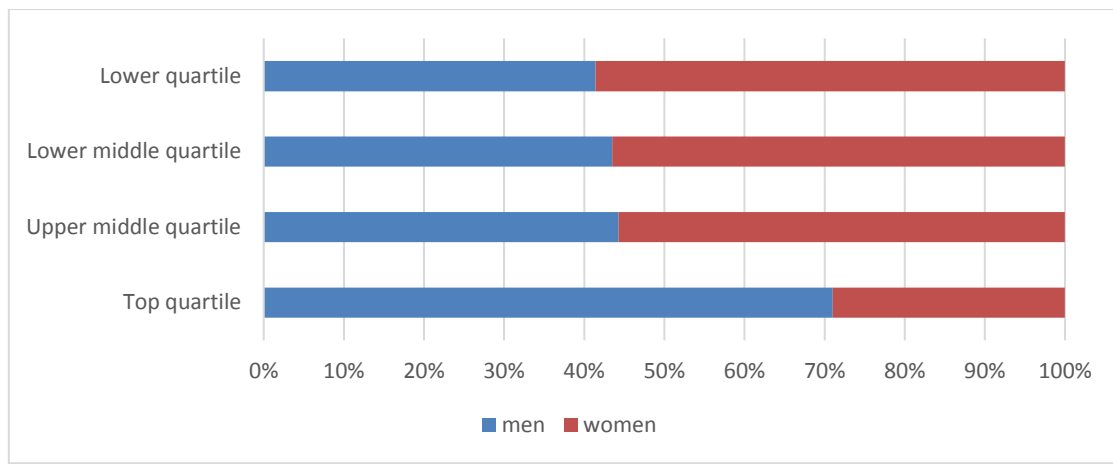
The metrics below have been calculated in accordance with Government Equalities Office Guidance on the required a snapshot date of 5<sup>th</sup> April 2018. The bonus period used for calculations in respect of bonuses is 1<sup>st</sup> May 2017 to 30<sup>th</sup> April 2018.

### Difference in Hourly Rate

Women's mean hourly rate is **7% lower** than men's

Women's median hourly rate **2% lower** than men's

### Proportion of women in each pay quartile



### Who received bonus pay

44% of women

36% of men

### Difference in bonus pay

Women's mean bonus pay is **28% higher** than men's

Women's median bonus pay is **the same as** the men's

The hospitality industry offers plenty of opportunities for part time workers which can often attract workers that want to fit work around their family commitments. This flexibility is often favoured by female employees, which means the more senior higher paid bands seem more weighted towards male employees.

Anglian Country Inns have been investing in the development of their "People Plan". Clear careers paths and opportunities for training are available for all employees regardless of gender.

I confirm that the metrics stated above are accurate.

James Nye  
Director