**Anglian Country Inns Ltd - Gender Pay Gap Reporting April 2020**

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 5th April 2019. The bonus period used for calculations in respect of bonuses is 1st May 2018 to 30th April 2019.

**Difference in Hourly Rate**

Women’s mean hourly rate is 12.21**% lower** than men’s

Women’s median hourly rate 8.33**% lower** than men’s
 **Proportion of women in each pay quartile**

**Who received bonus pay**

23.2% of women

16.2% of men

**Difference in bonus pay**

Women’s mean bonus pay is 55.89**% lower** than men’s

Women’s median bonus pay is 59.24**% lower** 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