

# Gender Pay Gap Report 2023

Oakman Group PLC

Reporting date 5<sup>th</sup> April 2022

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

## Oakman Group PLC report as at 5<sup>th</sup> April 2022

Mean Gender Pay Gap	
2021	2022
14.9%	18.1%

Median Gender Pay Gap	
2021	2022
0%	5.6%

**UK Mean** for full and part time employees 2022 is reported as 14.9% (Source Office for National Statistics). Oakman are reporting above this figure at 18.1%

Mean Bonus Pay Gap	
2021	2022
57.6%	69.5%

Median Bonus Pay Gap	
2021	2022
39.1%	48.1%

The proportion of bonuses being received is 331 Male to 209 Female.

Pay Distribution	Male		Female	
	2021	2022	2021	2022
Upper Quartile	37.5%	73.0%	62.5%	27.0%
Upper Middle	50.0%	45.0%	50.0%	55.0%
Lower Middle	42.9%	37.0%	57.1%	63.0%
Lower Quartile	59.4%	41.0%	40.6%	59.0%

## **Quartile Results**

The Oakman Group, from its inception, has been committed to the value of equal pay for the role performed within the Company. The Oakman Group are satisfied that the hourly pay per job role is equal for all against the national minimum wage, developmental 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; these payrates are visible, communicated and measured using our Oakmanology learning platform.

We are satisfied that our salaried employees' salary is in line with our structured pay bands. These are reviewed annually against the market rates and business performance.

The results for this reporting period are as expected albeit still disappointing. The mean gap of 18.1% has returned us to 2017 despite our continuing efforts to build and attract female talent in our businesses. During this period, we have expanded the business with our Seafood colleagues in the counties of Lancashire and Yorkshire. The re-opening of these sites attracted more male General Managers than female creating a wider gap in our upper quartile reporting. Further our Head Chef population continues to be male dominated and with the increase in site numbers, the upper quartile gap has increased.

The start of 2022 leading to the reporting date of 5<sup>th</sup> April was highly disruptive for the hospitality industry. The industry was struggling post Covid pandemic with talented employees deciding to leave the employment market, review career options or return to Europe following the end of free movement into the UK.

## **Supporting the Gender Pay Gap**

In looking to the future, 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 Pub industry is attractive for those caring responsibilities and will continue to offer a flexible approach to working practices including those returning from maternity or parental leave.

Specifically, we have introduced new Family Friendly Policies with enhanced Maternity, Adoption and Paternity packages. The business has also enhanced the Learning and Development Team both in number and experience to drive our continuing ambitions for internal growth of our senior site teams.

The talent pipeline for our future growth will continue to be monitored with the current pipeline statistics showing those in Assistant Manager roles are 49% Male and 51% Female with Trainee Assistant Managers being 47% Female, and 53% Male.

Our Chef Academy is seeing promising development of all chefs enhanced by our Female Chef Forums to provide additional support and mentoring. Our female chef population has increased from 20% to 27% in the 10 months this has been in situ.

Our Menopause Wellbeing initiative is providing welcomed support for our female employees and is designed to provide an open and supportive culture, creating adaptive ways of working or changes to the working environment.

Oakman have also continued with their hybrid working at their Head Office, allowing a richer balance to support family life.

In summary, although our gap has widened this year, we have identified the external factors that have contributed to this, whilst increasing our offer and initiatives to support more of our females moving or being recruited into senior roles.

**Declaration**

Signed by: CEO Peter Borg-Neal

A handwritten signature in blue ink, consisting of several overlapping, slanted strokes, positioned above a horizontal line.

**March 2023**