



## Gender Pay Gap Statement 2022

### What is the Gender Pay Gap?

Joseph Holt have completed a gender pay gap report since 2017. It is important to look at what our staff are paid as the report examines the difference between the average earnings of all female and male employees, regardless of the job they do or how senior they are. We have done this for the whole organisation.

As part of the report, we look at the mean and median gender pay gap. The mean gender pay gap shows the difference in the average hourly rate of pay between males and females. The median shows the middle value for both males and females. If we lined up all the female employees, from the highest paid to the lowest paid, then the median gender pay gap is the rate in the middle. We then do the same with men and compare the two results. The report also looks at bonuses paid out to women and men in the year.

2021 was another challenging and unusual year for the hospitality industry. On the snapshot day of the 5<sup>th</sup> April 2021, much like the snapshot day in 2020, Joseph Holt had the vast majority of its employees on furlough using the Coronavirus Job Retention Scheme (CJRS.) Our pubs did not open for outside trading until the 12<sup>th</sup> April 2021 (and only then this was a small proportion of them.) We did not open fully for indoor trading until the 17<sup>th</sup> May. The difference between 2020 and 2021 however, was that you could part furlough employees and Joseph Holt were certainly part furloughing people around this time.

Similar to the gender pay gap report of 2020, we will show our reported figures, as specified under gender pay reporting, based upon employees working their full hours and we will also show the actual figures (i.e. as in what our results would have been if the pubs had not been closed and we were not using the furlough scheme.) As previously explained, the figures are misleading because the majority of the company were on furlough. We are nothing without great people and as such want to examine the trends since we started looking at the gender pay gap in 2017.

The pattern of those who were working was similar in 2020 to that of 2021. Those that were working on the 5<sup>th</sup> April were payroll, maintenance for the pubs, brewers and the home delivery team, commercial and marketing managers and the Executive Team.

As a result, our figures are distorted due to a very small number of people actually working and we have less females in the upper quartile than the other quartiles and naturally, more of the upper quartile were not on furlough. This is certainly changing, women are becoming more senior in the business but with any change, it takes time.

## Gender Pay Gap

Our reported figures on the 5<sup>th</sup> April 2021 were based upon 31 people (3 females and 28 males.) Our reported mean gender pay gap on the 5<sup>th</sup> April was 12.1%. If we had not had the majority of our employees on furlough then the actual mean gender pay gap would have been 23.6%. This is up from the 2019 figure of 21.0% and 19.8% in 2020.

The reason behind this increase is the number of employees has severely decreased. We have seen a lot of employees leave the industry, after and during the pandemic. In 2020, we had 876 employees and in 2021 this had dropped to 586. This is a direct result of the pandemic and the recruitment crisis we are now seeing. Out of the 4 categories for employees it is bar staff which has seen the biggest drop. We have seen people leave in all quartiles across all departments in the company.

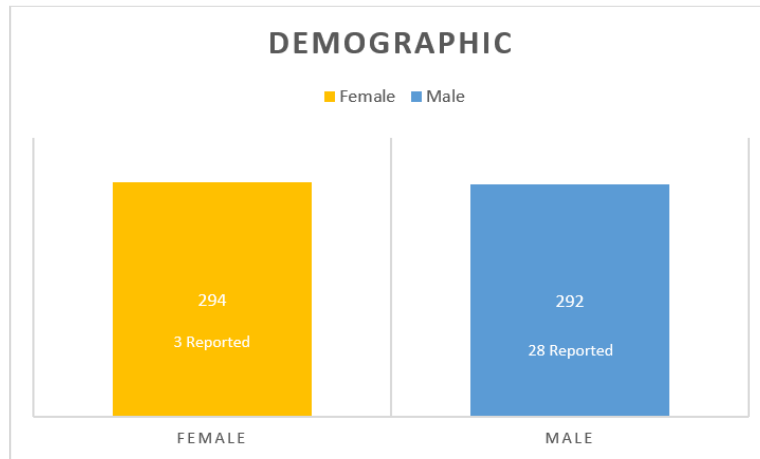
After the first lockdown we saw some senior females, mostly General Managers and Assistants Managers decide to leave the industry and have a career change, to industries such as nursing and teaching. The reason therefore our gender pay gap has increased from 2020 to 2021 is because we have lost 290 employees in the year and a reasonable proportion of these were the senior females in our business, who decided after lockdown they did not want to run or work in a pub and a lot have gone to retrain.

Gender Pay Gap		
<u>Mean Gender Pay Gap</u>		
<u>Actual</u>		<u>Reported</u>
23.6%		12.1%

We are a people business. We have great beers and great pubs but this is nothing without fantastic people, offering excellent customer service and an experience to remember. Joseph Holt believe in equality at every level of the business.

It is our responsibility and focus to drive equal opportunities and equal treatment of all employees, regardless of sex, age, race, religion or belief, marriage or civil partnership, pregnancy – maternity and paternity, sexual orientation, gender reassignment or disability. We firmly believe in equal rewards, training, support and promoting from within, where possible.

Joseph Holt employ many women throughout the company. Like the rest of the industry, women are well represented in hospitality. It is thought, this is due to the flexible nature of bar work and this often suits women and their specific needs at that moment in time. For this reason, women often make up a large proportion of the two lower quartiles. As previously stated, in 2021 we had 586 employees and of these, women are 50% of the workforce (294 females and 292 males)

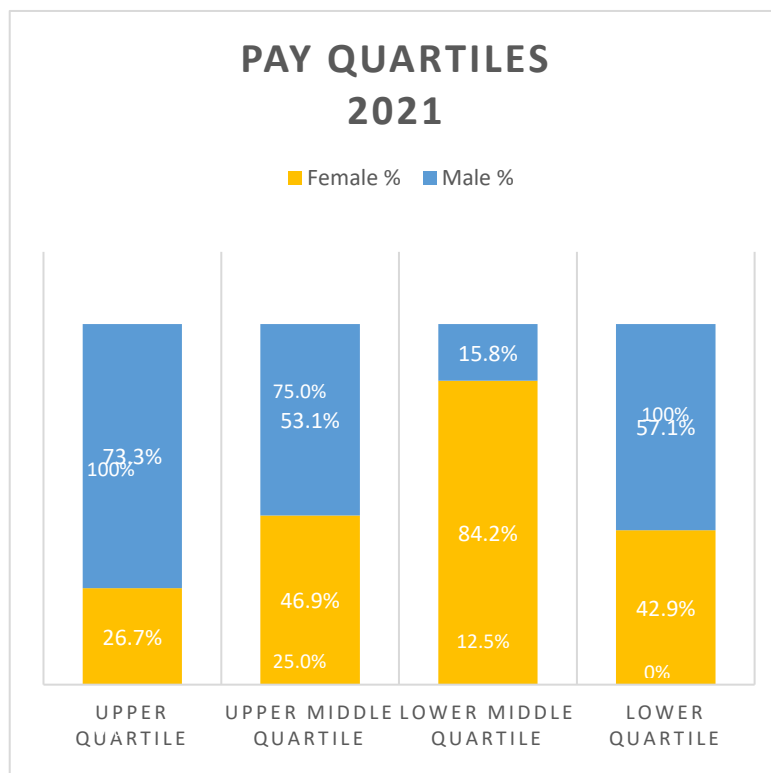


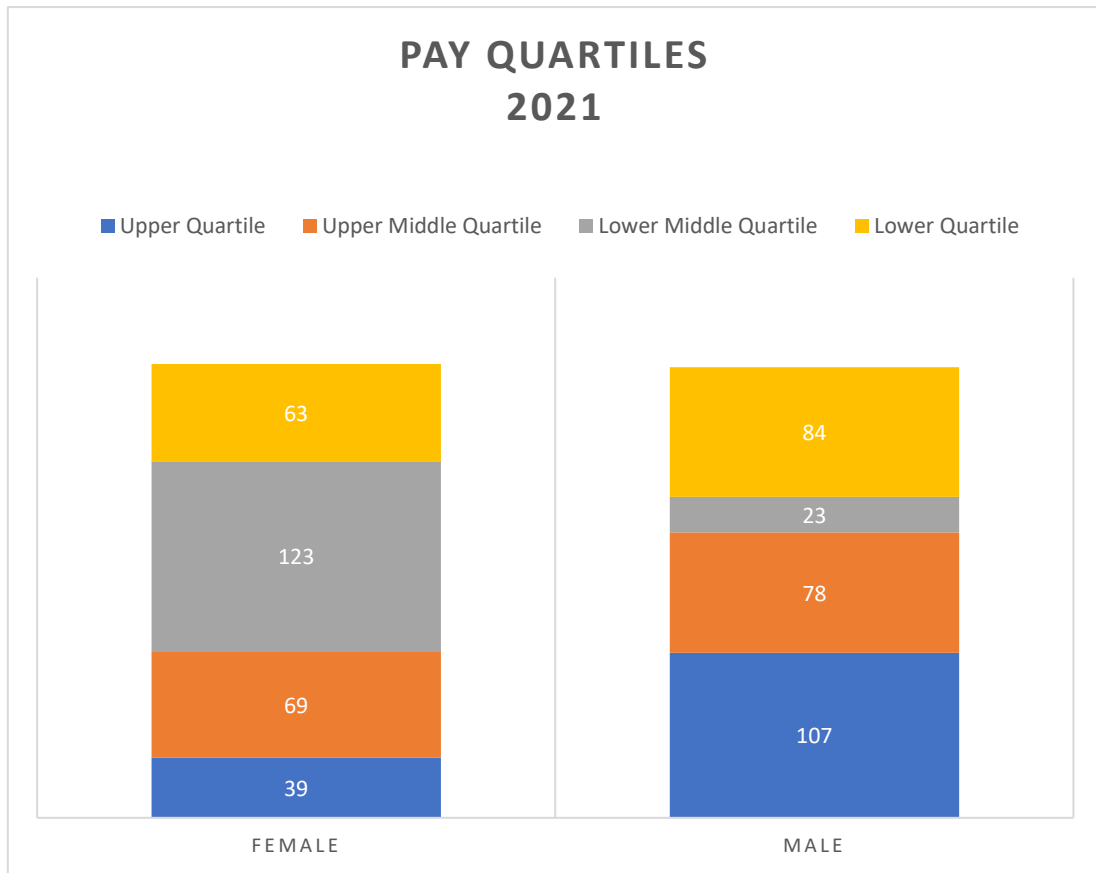
**Gender Pay Gap Results:**

Women are represented in every quartile of the business. The Upper Middle and Lower Quartile – it is nearly 50% male and female. As stated, there is a larger proportion of females in the Lower Middle Quartile, this is 84% female and could be explained by women wanting to choose what time and where they work.

It will certainly be about flexibility and hours but also this Lower Middle Quartile will be made up of supervisors, team leaders and some assistants so it is very encouraging for the future that these women will be progressing through Joseph Holt and onto the Upper Middle and Upper Quartiles.

We have an internal career progression course which takes two years and this year have introduced one for Chefs, which again is a two-year programme. We heavily invest in training for our employees and focus on the right person doing the right job. We actively encourage females to take every opportunity and progress through the company to the top jobs.





Our reported median gender pay gap is (12.4%). If our employees were not on furlough, then our median gender pay gap would have been 12.5%. This is explained as on the snapshot day, we had 3 women working compared to 28 men. These three women were in the Upper Middle Quartile and Lower Middle Quartile. Whereas the 28 men were evenly spread throughout the quartiles and as a result our median figure was (12.4%).

Gender Pay Gap	
<u>Median Gender Pay Gap</u>	
<u>Actual</u>	<u>Reported</u>
<b>12.5%</b>	<b>(12.4)%</b>

In 2021, 2.4% of females received a bonus and 3.8% of males received one. This is explained by there being more men in senior positions, who are eligible for bonus. That said, we pay General Managers bonus and are seeing more and more women over the time, apply for these roles and also for the senior jobs in the business. It is changing and women are succeeding at every level but we are on a journey.

The reported mean bonus gender pay gap is (13.7%) down from 77.5% in 2020 and the median bonus gender pay gap being (35.0%) down from 10.6%. These figures are explained by the very low numbers of bonuses received in 2021.

## Gender Pay Gap Summary

### Mean Bonus Gender Pay Gap

(13.7)%

### Median Bonus Gender Pay Gap

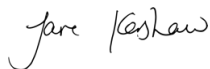
(35.0)%

Every person at Joseph Holt is treated as an individual and encouraged, supported and nurtured regardless of gender. We recognise that people are individuals with different goals and needs and will be supported as such.

Joseph Holt are hopeful that after the last two years, we are finally starting to return to normal. There is a positivity in the business and in the pubs. There is a real recruitment crisis for all roles in the business, as can be seen by our employee numbers.

We do believe that in every aspect of our business, Covid has delayed us and set us back. However, we are now looking ahead and are positive for the future.

We have some brilliant, passionate and talented people working for us and we are all looking forward to getting back to running pubs, brewing beer, training staff and delighting customers. However, there is always more that we could do and we will continue strive to reduce the gender pay gap.



**Jane Kershaw**

**HR Director**