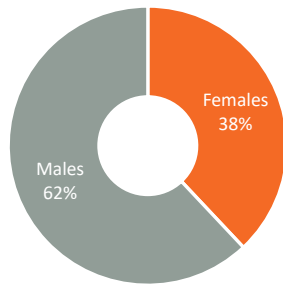


Gender pay gap report - Snapshot date 5 April 2020

Employees in the Business



	2020	2018
Females	38%	37%
Males	62%	63%

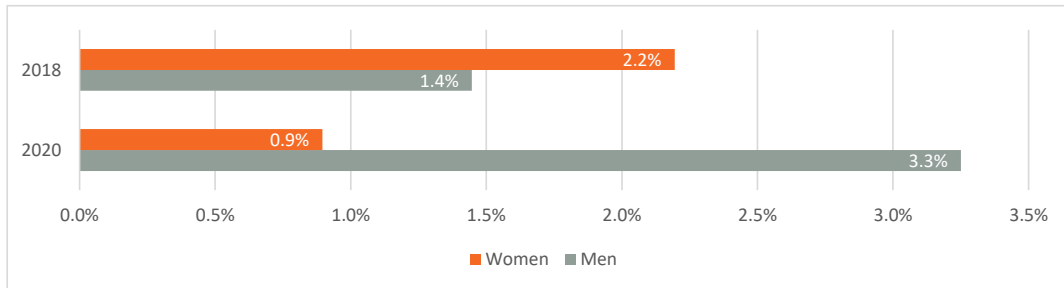
Pay per hour

2020	Mean	9.2%	Lower
2018	Mean	8.9%	Lower
2020	Median	9.3%	Lower
2018	Median	4.3%	Lower

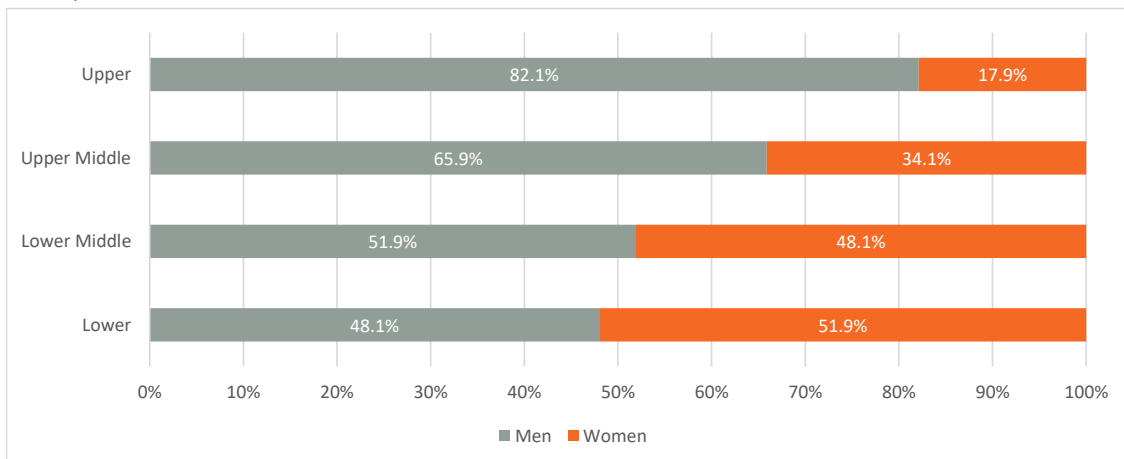
Bonuses

2020	Mean	13.1%	Higher
2018	Mean	40.7%	Lower
2020	Median	11.9%	Higher
2018	Median	80.1%	Lower

Proportion of men and women receiving a bonus payment

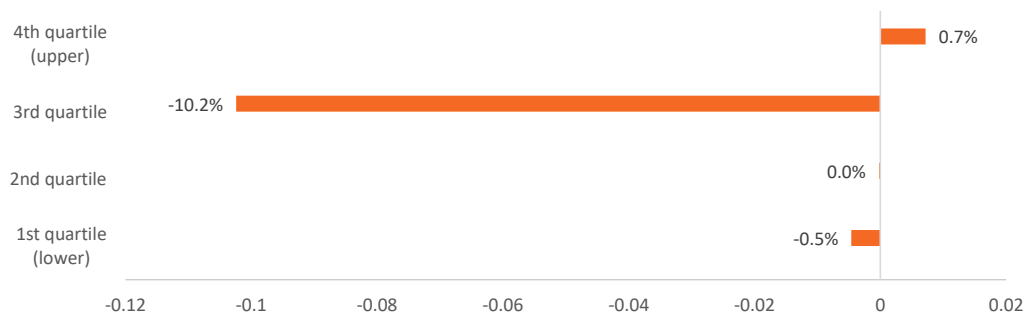


Pay Quartiles



Women's Median Pay Gap Per Quartile

Women's median pay gap per quartile



Understanding our pay gap

Berkeley Scott Limited is a hospitality recruitment business employing UK based PAYE temporary workers as well as internal staff. The rates paid to our temporary workers are determined by our clients, and are also affected by the Agency Worker Regulations.

Our temporary workers represent the significant proportion of our employees, comprising of 98.2% of our total employees. Due to this, pay to internal staff has a minimal impact on the overall pay figures, with the exception of bonus payments, as these are mostly paid to internal staff.

Hourly pay

The hospitality sector has historically employed more men in the higher paying Back of House positions such as Chefs, while the Front of House positions such as waiting staff, which are generally not as highly paid, have been broadly split 50/50 across men and women. For the snapshot date of 5th April 2020, there were 56% fewer women in Back of House positions, and 11% more women in the Front of House positions in our business. The mean pay has remained comparable to 2018's. The median pay has declined due to the increased male workforce and the same has been reflected in the Upper pay quartile as Back of House positions are predominately male.

Bonus pay

Bonuses are rarely paid to temporary workers due to the nature of their temporary employment, and this has the effect of lowering the overall percentage of the employees who received a bonus to 3.3% for men and 0.9% for women. The majority of bonus payments made were to our internal staff and were based on performance to targets, which are gender neutral as our commission schemes do not differentiate. The mean bonus paid to women was 13.1% higher than men, and the median bonus was 11.9% higher; this is driven by a higher proportion of female consultants being awarded bonuses during this period.

Pay quartiles

Across the four pay quartiles females are represented as follows: 52% in Lower, 48% in Lower Middle, 34% in Upper Middle and 18% on Upper. Our pay quartiles are primarily driven by the hospitality market due to the inclusion of our candidates in this report, which has more men in the higher paying Back of House positions compared to the Front of House positions. In the Lower quartile, the distribution for male and female is broadly even and the median pay is equal too. In the Upper quartile there are significantly more male employees, however the median pay gap in this quartile is 0.7% which represents a fair equality in this quartile.

Declaration

We are confident that men and women are paid equally for doing equivalent jobs across our business. As a service provider to the hospitality industry we will continue to ensure our recruitment processes accurately represents the diverse nature of our candidates, who in turn are considered on individual suitability and merit before being put forward to our client base.

This statement confirms that the information is correct as at the time of publishing.



Richard Ward
Executive Chairman