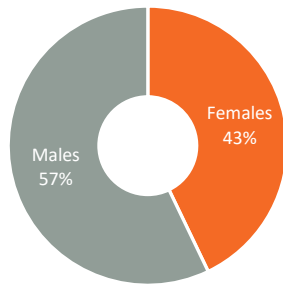


## Gender pay gap report - Snapshot date 5 April 2023

### Employees in the Business



	2023	2022
Females	43%	45%
Males	57%	55%

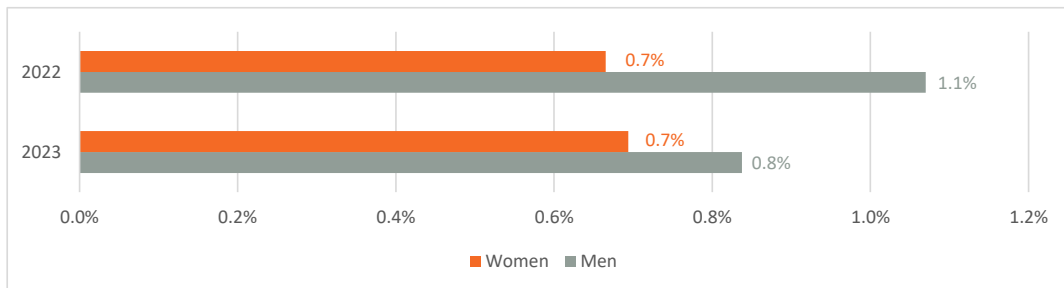
### Pay per hour

2023	Mean	11.8%	Lower
2022	Mean	7.5%	Lower
2023	Median	7.5%	Lower
2022	Median	10.9%	Lower

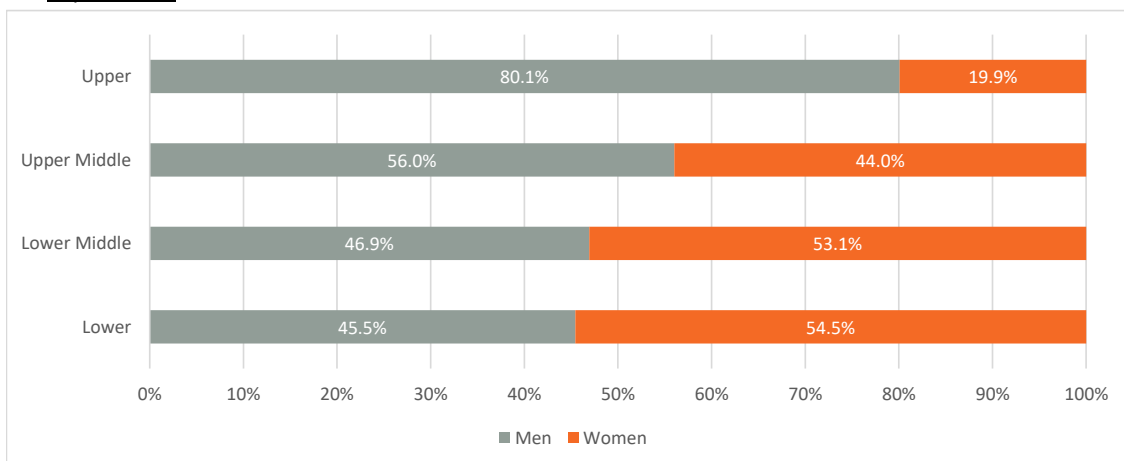
### Bonuses

2023	Mean	22.4%	Lower
2022	Mean	28.9%	Higher
2023	Median	40.4%	Higher
2022	Median	115.9%	Higher

### Proportion of men and women receiving a bonus payment

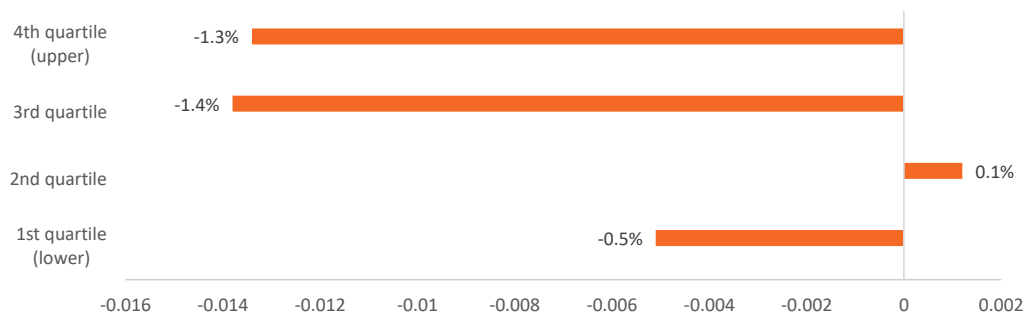


### Pay Quartiles



### 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 predominantly 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 98.7% 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, whereas the Front of House positions such as waiting staff, which are generally not as highly paid, have a higher proportion of women working in these roles. In 2022/23, Back of House employees were paid on average of 31% more than Front of House staff. Although these jobs are not directly comparable, the difference in the number of men and women in Front of House positions compared to Back of House positions has a direct impact on the overall average earnings per hour.

Disappointingly, the overall the split between men and women has decreased from 45% to 43%, and there remains disproportionately high number of female employees in the lower quartiles, and too few in the upper quartiles. This is due to the disproportionate representation of female workers in Front of House positions compared to Back of House positions. The Back of House positions have decreased to 18% more women in these roles compared to 32% more last year. However, the Back of House mix has remained unchanged compared to last year, with 41% fewer women in these roles.

### Bonus pay

Bonuses are rarely paid to temporary workers due to the nature of their temporary assignments, and this has the effect of lowering the overall percentage of the employees who received a bonus to 0.8% for men and 0.7% 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 22.4% lower than men, and the median bonus was 28.9% higher.

### Pay quartiles

Across the individual pay quartiles, females are represented as follows: 55% in the Lower quartile, 53% in the Lower Middle, 44% in the Upper Middle and 20% in the 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 lower paying Front of House positions. Median pay for females is represented as follow: -0.5% in the Lower quartile, 0.1% in the lower middle, -1.4% in the upper middle and -1.3% in the upper 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