

THOMAS FRANKS



2021

GENDER PAY GAP REPORTING

Fair, Unbiased, Equitable

THE PRINCIPLES ON WHICH WE
WERE FOUNDED AND ON WHICH WE
BASE OUR CONTINUED SUCCESS

We are very proud of our reputation and founding principles as a good and principled employer, since our inception in 2004. Women continue to be very well represented at every level of the organisation, including in our craft teams, food service staff, operational teams, head office support, senior management and on the Board. We are very proud of the fact that women make up 66% of our Thomas Franks Team. As a fair employer, we continue to strive to ensure that all of our recruitment processes are fair and equitable and that training and development opportunities are accessible to all, with our development policies being at the very heart of everything we do.

Progress has been made in the last 12 months with a reduction in our Mean and Median Pay Gap. Our Mean bonus gap has also reduced. We are acutely aware that there is still much to work on however, which we are committed to doing. We are confident that the initiatives that we have introduced over the past 12 - 24 months will continue to see a positive impact moving forwards.



60% of the Chef Apprentices who graduated from our Chef Academy this year were female and 65% of our Chef Apprentices on this years' programmes are female, which bodes well for the future. We also successfully completed our first Women in Leadership Programme this year which, as a result of its success, we will be running again this year. In addition to which, 50% of the learners on our Future Leaders Programme this year are also female. We continue to strive to develop and ensure that great talent is represented throughout the business structure, regardless of gender.

We know that we have more work to do to encourage more flexible working hours to meet the needs of modern family life and to make work accessible for women and men who make the decision to return to the workplace. Hybrid working, which is currently in place at Head Office, should have a significant and positive impact on this. Whilst hospitality remains a service sector which has a reputation for unsociable working hours and demanding expectations, we have female staff at every level who succeed and through development, continue to push the boundaries of this traditionally male dominated workplace.

We are fully committed to progressing towards greater equality of both achievement and opportunity and are confident that our work over the past 12-24 months and in the coming year will continue to have a positive impact in 2021. In Thomas Franks, we have always paid equal rates of pay, regardless of gender or age and we will always strive to do so. We will continue to work hard to ensure that diversity, equality and fairness is applied in every aspect of our business life.

Statutory Statistics

OUR MEAN GENDER PAY GAP	25.57%
OUR MEDIAN GENDER PAY GAP	29.02%
OUR MEAN BONUS GAP	50.42%
OUR MEDIAN BONUS GAP	62.26%

Proportion of Males and Females
Receiving a Bonus Payment

Women
8.75%

Men
14.59%

PAY DISTRIBUTION

WOMEN

MEN

UPPER QUARTILE

33.70%

66.30%

UPPER MIDDLE QUARTILE

68.52%

31.48%

LOWER MIDDLE QUARTILE

78.15%

21.85%

LOWER QUARTILE

85.56%

14.44%

This data has been prepared in accordance with the regulations,

Lorraine Wilson

FINANCE DIRECTOR

L. Wilson