



McManus Pub Company Limited, Kingsthorpe Road, Northampton NN2 6HT  
Telephone: 01604 713601 www.mcmanuspub.co.uk

## Gender Pay Gap Reporting Statement

### Introduction

We have reported our gender pay gap in line with government guidelines: - as at the snapshot date of 5<sup>th</sup> April 2024, we had over 250 employees.

The majority of our employees within our sites are on zero hour contracts (which provide flexibility) so we have used an average of the hours worked in the 12 weeks prior to the snapshot date, due to irregular hours worked by those employees. We have also excluded any employees on maternity, paternity, adoption, parental, shared parental and sick leave.

### The Results

At the moment 58% of all our employees are female.

Our Upper Income Quartiles has slipped regarding the gender split, with 62% of the highest quartile being made up of male employees. We did sell 3 sites this year with female general managers which would have been the main contributor to the reduction of female employees in the upper quartile. We also have more males in our organisation at the most senior levels including BDM's, General Managers & Senior Chefs.

There has been a decrease in the % of people we have paid a bonus to in this financial year compared to last year in both gender groups. Even though we are paying bonuses to a lower percentage of female employees compared to male employees, bonuses are based on performance only and the same scheme is offered to all the relevant employees no matter the gender of that employee.

Our Lower Quartiles are mainly made up of Female employees, this could be due to the flexibility offered with zero hour contracts that are associated with our lower paid roles that often female employees require for caring responsibilities.

### Summary

We will continue to monitor these figures year on year and ensure we are doing our utmost to ensure that we keep improving the gender pay gap. We will also continue to not discriminate by gender and recruit based on the best talent available.

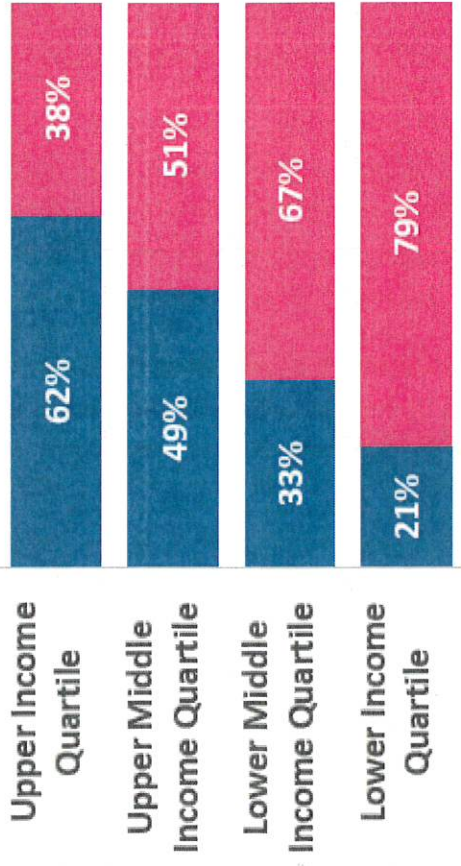
Signed By

Christopher Wright

Finance Director

# MCMANUS MANAGED PUB CO LTD Hourly Earnings by Gender

- For every £1 the median man earns, the median woman earns £0.89
- 58% of employees are women



Gender pay gap shown is based on median hourly earnings by gender  
 Chart prepared by Nigel Marriott, Independent Statistician  
[www.marriott-stats.com](http://www.marriott-stats.com)

**MCMANUS MANAGED PUB CO LTD**  
 EmployerName  
 CompanyLinkToGPGInfo  
 EmployerSize: 250-499  
 DataSubmittedOnTime: We hope!

MCMANUS MANAGED PUB CO LTD	Data to Report
Mean Pay Gap	18%
Median Pay Gap	11%
Mean Bonus Gap	58%
Median Bonus Gap	49%
%Men receiving Bonus	14%
%Women receiving Bonus	1%

MCMANUS MANAGED PUB CO LTD	Male	Female
Lower Income Quartile	21%	79%
Lower Middle Income Quartile	33%	67%
Upper Middle Income Quartile	49%	51%
Upper Income Quartile	62%	38%

Struggling to interpret these numbers? [Click here for help.](#)  
 Why might some gender pay gap data be incorrect? [Click here for more info.](#)