

Gender Pay Gap Report

Gender Pay Gap Statement 2022

Gender pay gap data measures the difference between the average earning of all male and female team members, irrespective of their role and seniority within the business. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Like many employees operating within the hospitality industry, Wadworth was significantly impacted by the pandemic. The Company has used this time to review our ways of working. As a result, we have been focusing on supporting and encouraging team members to undertake training and development opportunities across our estate of pubs. We are proud of the long service of our team members at Wadworth and believe that this loyalty reflects our positive relationships across the Company. This however can impact on our ability to quickly address any identified gender pay gaps.

Our mean gender pay gap is 17.2% and median gender pay gap is 7.1%, which remains below the national average median gender pay gap of 8.3% (National Office of Statistics pay gap in UK: 2022)

Wadworth remains committed to ensuring every team member is treated with integrity, dignity and respect. We will ensure that all team members have access to the same rewards and opportunities within the business.

Our focus is on recruiting and developing the best talent and we do not discriminate based on gender; we employ the best person for the position and remain committed to developing our talent internally to enable us to promote from within where there is an opportunity.

WADWORTH

Mean Hourly Pay Rates

| | | | | |
|---|-----------------------|--|-------------------------|---|
|  | Male £13.18 | | Female £10.91 |  |
|---|-----------------------|--|-------------------------|---|

Mean Gender Pay Gap

17.2%

WADWORTH

Median Hourly Pay Rates

| | | | | |
|---|-----------------------|--|------------------------|---|
|  | Male £10.50 | | Female £9.75 |  |
|---|-----------------------|--|------------------------|---|

Median Gender Pay Gap

7.1%

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Mean Bonus Payment

| | | | | |
|---|-------------------------|--|---------------------------|--|
|  | Male £1055.56 | | Female £1076.92 |  |
|---|-------------------------|--|---------------------------|--|

Mean Gender Bonus Gap

-2.0%

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Median Bonus Payment



| | | | | |
|---|------------------------|--|--------------------------|---|
|  | Male £500.00 | | Female £500.00 |  |
|---|------------------------|--|--------------------------|---|

Median Gender Bonus Gap

0.0%

WADWORTH

| | Male  | | Female  | |
|-----------------------|--|-------|--|-------|
| | No. | % | No. | % |
| Upper quartile | 73 | 69.5% | 32 | 30.5% |
| Upper middle quartile | 43 | 40.7% | 63 | 59.3% |
| Lower middle quartile | 34 | 31.9% | 72 | 68.1% |
| Lower quartile | 52 | 49.1% | 54 | 50.9% |

| | Male  | | Female  | |
|-------------------------|--|-------|--|-------|
| | No. | % | No. | % |
| Staff receiving bonuses | 36 | 58.1% | 26 | 41.9% |

Pay Rate Range

(not a reporting requirement)

>£11.42 ph

£10.20 - £11.42 ph

£9.04 - £10.20 ph

<£9.04 ph