**GENDER PAY GAP REPORT – Common Grind Ltd**

In accordance with the equality act 2010 (Gender Pay Gap Information) Regulations 2017, Common Grind has published its gender pay gap. The figures are based on the 5th April 2021 payroll figures.

The results of this report have been reviewed by the Directors and have been viewed as a true representation of the employment figures within Common Grind.

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| **Hourly Rate %** | **%** |
| Difference in mean hourly rate of pay | 3.81% |
| Difference in median hourly rate of pay | 5.01% |

**Mean Hourly Rate**

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

When comparing mean hourly wages, women’s mean hourly wage is 3.81% lower than men. This means for every £1 a man earns at Common Grind, a woman earns 96.19p

**Median Hourly Rate**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so, the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man)

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**Bonus Pay**

Common Grind Ltd has a 31.81 % median bonus gender pay gap.

This means that when using the median, women at Common Grind Ltd receive 31.81% less bonus pay than men. This means for every £1 a man receives in bonus pay, a woman receives 68.19 p.

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| **Bonus Pay** | **Male** | **Female** |
| Percentage of employees who received bonus pay | 4.13% | 7.61% |

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| **Bonus Pay** | **Pay Gap** |
| Mean gender pay gap for bonus | 31.31% |
| Median gender pay gap for bonus | 31.81% |

**Proportion of women in each pay quarter.**

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay.

Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

In Common Grind Ltd, women occupy 26% of the highest paid jobs and 24% of the lowest paid jobs.

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| **Employees by pay quartile** | **Male** | **Female** |
| Upper quartile | 74% | 26% |
| Upper middle quartile | 76% | 24% |
| Lower middle quartile | 62% | 38% |
| Lower quartile | 76% | 24% |

**What are the underlying causes of Common Grind’s gender pay gap?**

Legally, men and women must receive equal pay for:

* The same or broadly similar work;
* Work rated as equivalent under a job evaluation scheme; or
* Work of equal value

Common Grind is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/ maternity, sexual orientation, gender reassignment or disability.

We have a policy of paying employees equally, for the same or equivalent work.

Instead, our gender pay gap is because men and women often work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to have had breaks from work that have affected their career progression, for example, to bring up children. They are also more likely to be seeking part time work and flexible hours, which is not always available in our organisation due to the way the catering industry operates.

**What are we doing to address our gender pay gap?**

As mentioned above, flexible working is not always a possibility, however, we continue to consider requests from all employees to work flexibly, regardless of role and level of seniority and will adjust wherever we can.

We also continue to support employees before, during and after maternity, paternity and other parental leave.