



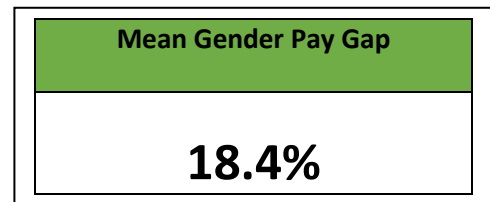
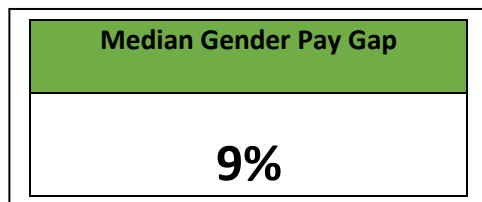
Gender Pay Gap Report 2018

Oakman Inns & Restaurants Ltd

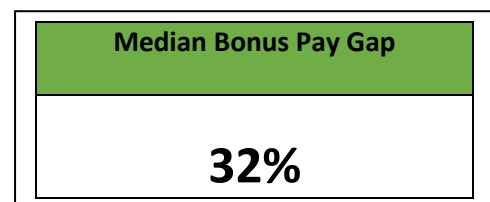
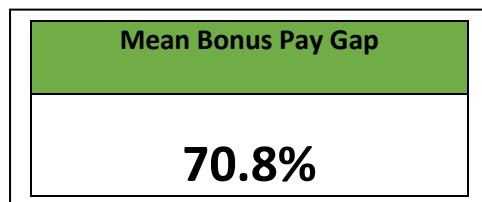
Reporting date 5th April 2017

Under the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Oakman Inns & Restaurants Ltd are required to report and publish their information on its gender pay gap.

Oakman Inns & Restaurants Ltd report as at 5th April 2017



UK Median for full and part time employees 2017 is reported as 18.4% (Source Office for National Statistics). Oakman Inns are reporting below this figure at **9%**



The proportion of bonuses being received is 59 Male to 35 Female.

Quartile Results

Pay Distribution	Male	Female
Upper Quartile	72.2%	27.8%
Upper Middle	62.2%	37.8%
Lower Middle	60.4%	39.6%
Lower Quartile	37.8%	62.6%

The Company has, from its inception, been committed to the principles of equal pay for the role performed within the Company. Oakman Inns are satisfied that the hourly pay per job role is equal for

all against the national minimum wage, developmental stepped pay increases and experience a team member brings to the Company.

Our hourly paid team members are employed against our Values and receive developmental progression; these payrates are fully visible and communicated and measured using our Oakmanology learning platform.

Our industry attracts those seeking part-time roles whilst remaining in education, in addition to those choosing the pub industry as a career.

For our salaried employees Oakman Inns are satisfied that parity exists across job roles with structured salary bands being reviewed annually against market rates and business performance.

Oakman Inns currently have a higher proportion of males in full time senior roles as compared to females thus creating the reported gender pay gap as pay rates reflect the market rate for these roles. When analysing these calculations, the senior chef population is predominately all male and their rates driven by the skills shortage prevalent in this sector. We are pleased that our current position shows that we now have 39% Female General Managers representing a significant shift from 10% in April 2017 and the average pay is equal to their male colleagues

The Company has a reported strategy of developing talent from within and our future pipeline indicates there are more females coming through to management. Our Value based external recruitment practices for more senior full-time roles ensure equality with selection criteria, but fewer females have applied for roles compared to male applicants.

The bonus payments are received for those achieving performance-based criteria and will, in the main, apply to the those working in the management and Head Chef roles. The bonus schemes are KPI led and paid to the role that has achieved. At the time of reporting more males were in those roles that were applicable for a bonus payment.

Supporting the Gender Pay Gap

In looking to the future, we will continue to recruit against our Values ensuring the best talent is attracted to the business regardless of gender. Oakman Inns & Restaurants is further committed to ensuring the Pub Industry is attractive for those with caring responsibilities and will continue to offer a flexible approach to working practices including for those returning from Maternity or Parental Leave.

The Talent Pipeline for our future growth will continue to be monitored with talented individuals given opportunities to develop to more senior roles. The current pipeline statistics show that those in Assistant Manager roles are 50% male and 50% female with the Trainee Assistant Managers being analysed as 56% female.

As Oakman has a clear strategy to develop from within this will impact in the future re gender balance.

Oakman Inns has further committed to reviewing the balance of Head Chef applicants and internal progression routes to ambassador this profession amongst female chefs.

Declaration

Signed by: CEO Peter Borg-Nea

