

Loungers Gender Pay Gap Report for 2023

In accordance with gender pay gap reporting regulations we are publishing our statistics for 2023. These statistics look at the difference in the average mean and median hourly rates of pay and bonus pay for male and female employees, regardless of their role or seniority. The statistics are based on the prescribed snapshot date of 5 April 2023.

For comparison purposes, we've only included April 2022 and April 2019, when all of our sites were open and operating normally before and after the disruption caused by Covid-19. By contrast in April 2021 all of our Lounge and Cosy Club sites were closed therefore the reporting only included HQ staff who continued working through the lockdown periods which was less than 2% of the total workforce; therefore we have not used this for comparison purposes.

Table One: Mean and Median Pay Gap

	Mean Pay Gap	% Difference	Median Pay Gap	% Difference
2019	9%		4%	
2022	9%	0%	3%	-1%
2023	9%	0%	3%	0%

The mean pay gap is the difference between average hourly earnings of men and women. It is calculated by taking the average pay of all of our male employees combined and comparing this to the average pay of our female employees combined.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women. A way of explaining this is if we were to line up our male and female employees separately from the lowest to the highest paid then the pay of the employee in the middle is the median.

The mean pay gap of 9% means that there is a 9% average difference in the mean pay of men and women. This data is based on 6,516 eligible employees as of the 05th April 2023.

The median pay gap of 3% means that there is a 3% difference in the median pay rates between the 'middle' man and the 'middle' women.

Although there is a mean and median pay gap we are confident we pay men and women the same amount for doing equivalent work. But in common with many employers, we have more men than women in senior positions which are paid more.

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Since the date this data was taken, we're proud of the positive steps we've taken which includes:

- The appointment of two new female Managing Directors who will be in role as we enter FY25 and who will be included in future Gender Pay Gap reports.
- The appointment of 2 internal female leaders into role of the Regional Operations Manager position effective in April 2024 and;
- Agreeing and publishing clear aspirations on Gender representation which are detailed in the Good Stuff report, and includes a target to reach at least 40% of Women in Senior Positions over the next 5 years.

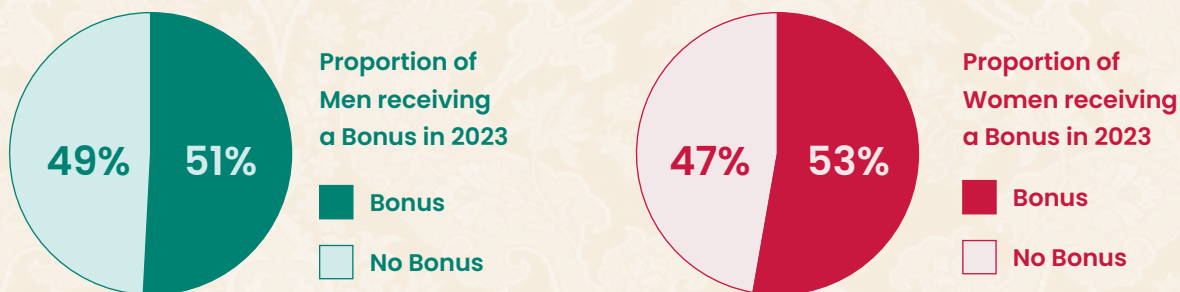
Table Two: Mean and Median Pay Gap

	Mean Bonus Gap	% Difference	Median Bonus Gap	% Difference
2019	47%		45%	
2022	43%	-4%	45%	0%
2023	63%	+20%	50%	+5%

The difference between the mean bonus earned by men and women is 63% in 2023. Similarly to the Mean Pay Gap the main driver of the gap is due to the structure of our employee base with more men than women in our largest and most senior roles which have a higher bonus opportunity. We are confident we have equal bonus opportunities for Men and Women doing equivalent job roles.

In all areas of our business, we continue to focus on representation, through recruitment practices and talent pipelining, alongside creating an environment where people of any gender can be their best and reach their full potential. We're proud that in our last engagement survey, on the statement 'I feel accepted and can be myself', the average score was 8.7/10. More details of which can be seen in 'The Good Stuff Report' 2023.

Table Three: % of Men vs. Women receiving a bonus in 2023

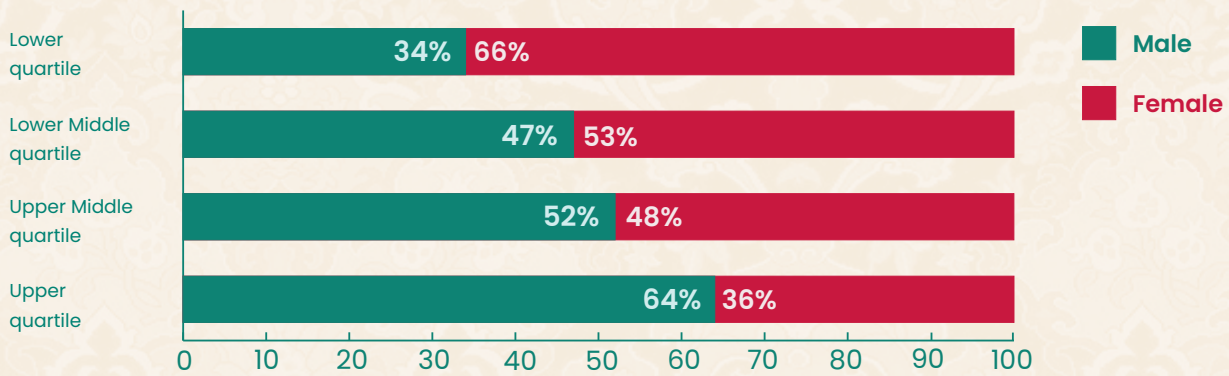


*This data includes: Any annual/half yearly/quarterly performance bonuses, mystery diner bonuses, loyalty bonuses.

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Table Four: % of Men and Women in each pay quartile

Proportion of Men & Women in each quartile (Apr-23)



The reason there is a significantly higher % of women in the lower quartile (“LQ”), is because of the structure of our employee base, with a higher mix of front of house roles than back of house roles in the LQ (82%) and more of these are held by women (74%). Typically our entry pay rates for back of house roles (which are kitchen based roles) are higher than those for front of house roles because of industry challenges in the recruitment of Chefs, and this is what creates the statistic that there is a smaller percentage of men in the LQ.

[Loungers UK Limited - Gender Pay Gap Report 2020](#)

[Loungers UK Limited - Gender Pay Gap Report 2022](#)

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