



GENDER PAY GAP REPORT 2020



"At S.A. Brain our aim is to attract, develop and inspire our people to fulfil their potential. This is regardless of gender or any other personal characteristic. A continued focus for us as an organisation is to continually review and enhance the remuneration and reward packages that we offer to all our team members. I believe this is a key driver in attracting and retaining a diverse workforce."

Although we made positive traction across the last year regarding our gender pay gap, the effect of the coronavirus and the pandemic on the business meant that the 2020 gender pay gap report is not reflective of that effort."

Jon Bridge, Chief Executive Officer

What does the Gender Pay Gap mean?

The gender pay gap is a point in time measurement of the difference in average earnings between men and women. The gender pay gap is a separate topic to equal pay as it is concerned with the differences in the average pay, regardless of role.

S.A. Brain in numbers (as at 5th April 2020)

110 Managed Houses 1,519 people working in our pubs

115 team members in our Support Centre & Brewery Headcount 1,684

The key issues affecting our Gender Pay Gap reporting is the effect of furlough and the pandemic. For the snapshot date of 5th April 2020, all staff were either receiving reduced earnings because of furlough pay or on a reduced salary. For this reason there is no hourly pay result. However they all count as relevant employees for the purpose of the gender pay gap calculations for bonus pay.

Women who received Bonus 5%

Men who received Bonus 14%

Mean Gender Pay Gap 49%

Median Gender Pay Gap 50%

Reason for the bonus pay gap results is the high proportion of males in senior roles, coupled with the higher proportion of males employed in our business.