
Charlie Bigham's

Gender Pay How we're doing

For snapshot date 5th April 2017



1. Gender Pay Gap

Our mean pay gap is

-3%

with women earning more on average than men

Our median pay gap is

-2%

2. Bonus Payments by Gender

We like nothing more than sharing success. Everyone in the team has the chance to earn a bonus following their probationary period.

95%

of men

88%

of women

received a bonus in the latest period

Members of the team who didn't receive a bonus were new starters and the lower proportion of females was due to a higher number of women joining the team.

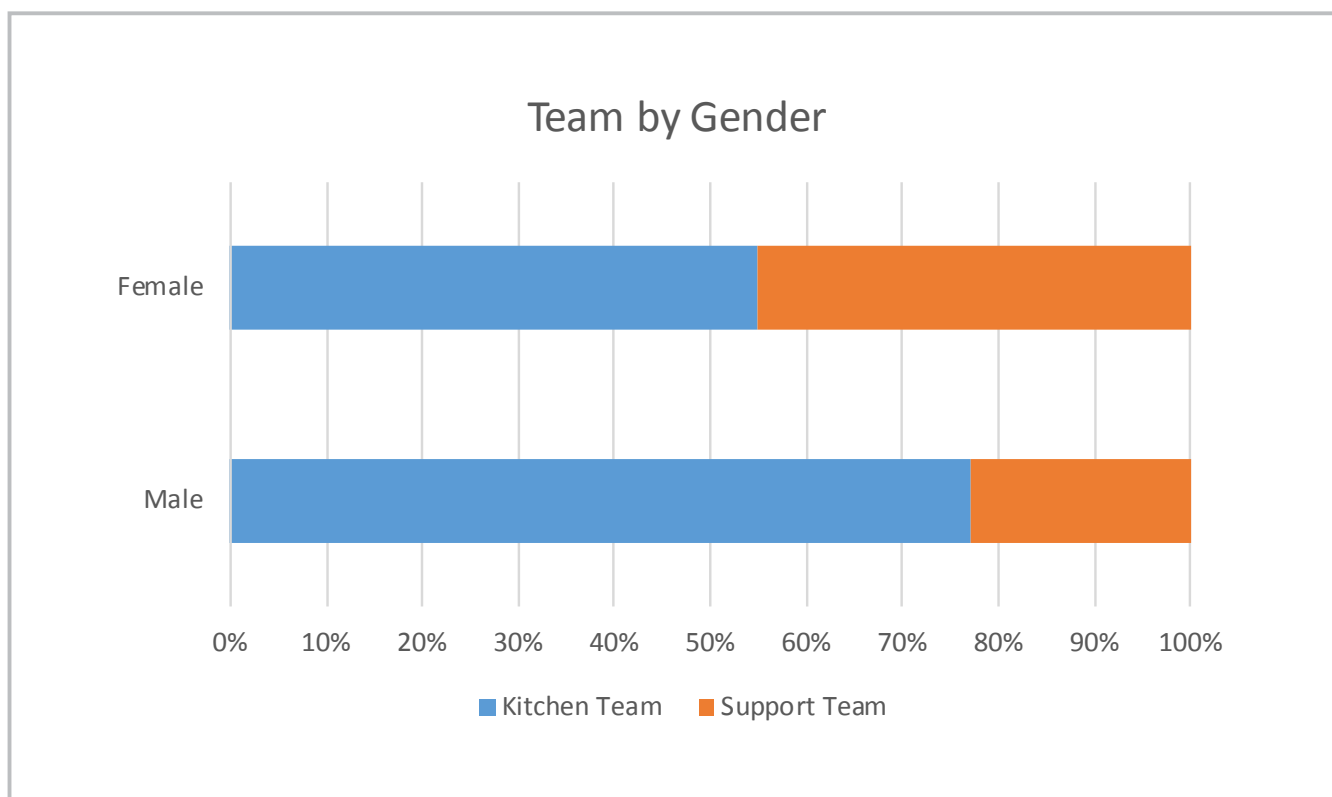
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2. Bonus Payments by Gender continued

Our mean bonus pay gap was **-55%**

Our median bonus pay gap was **22%**

A higher proportion of the men in our team work within the kitchen which is why the gap is bigger than for base pay



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3. Gender split by pay quartile

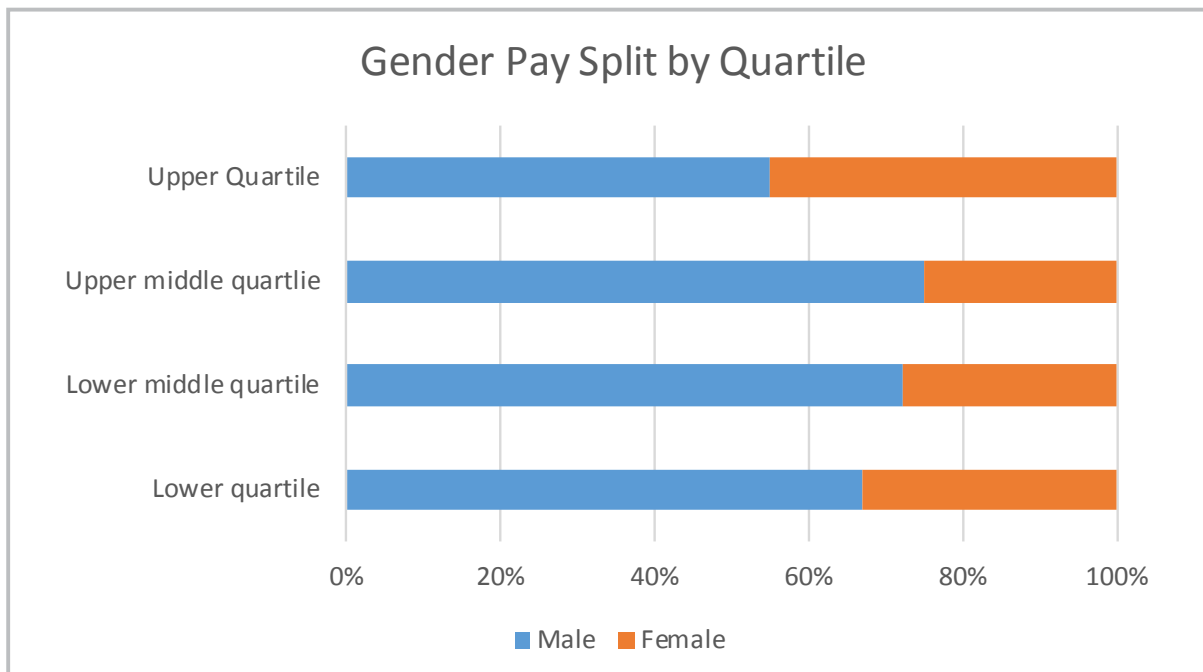
Overall Bigham's team is made up of

67% **33%**
of men of women

Bigham's upper pay quartile is made up of

55% **45%**
of men of women

reflecting the number of women in senior and management positions



Technical professions such as Engineering make up lots of the upper middle quartile and lower quartile and there are less women in these professions.

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