



# GENDER PAY GAP REPORT

We commit to pay everyone who works at BTP based on skills, commitment & contribution which is why we have always followed a pay band system based on role; which we publish to our teams.

We are confident that we pay a fair wage based on role, not gender. We are confident that we promote & recruit on shared values, not on gender. We are confident that BTP is a place where we are accepted for who you are; gender is irrelevant.

We are happy to publish our Gender Gap Pay information:

Gender Pay Gap Data		4 <sup>th</sup> April 2017	4 <sup>th</sup> April 2018
<i>Median gender pay gap for all employees</i>		1.8%	0.0%.
<i>Median bonus pay gap</i>		1.2%	26.9%.
<i>Mean gender pay gap</i>		2.5%	-2.4 %
<i>Mean bonus gender pay gap</i>		0.9%	-40.5 %
<i>Proportion of males and females receiving a bonus payment</i>		13.2% of men 6.7% of women	12.8% of men 7.5% of women
<i>Proportion of males and females in each pay quartile</i>	Top: 57% men / 43% women Upper middle: 49% men / 51% women Lower middle: 52% men / 48% women Lower: 42% men / 58% women	Top: 52.8% men / 47.2% women Upper middle: 54.8% men / 45.2% women Lower middle: 54% men / 46% women Lower: 46% men / 54% women	

We are delighted to see an improvement over the past 12 months in our median gender pay gap; which has reduced 0% in April 2018. This is compared to the UK median gender pay gap of 17.9%.

We are, however, not complacent and will aim to maintain this balance and aim for further improvements in the coming years. We will continue to Making Things Better for all our team, regardless of gender.

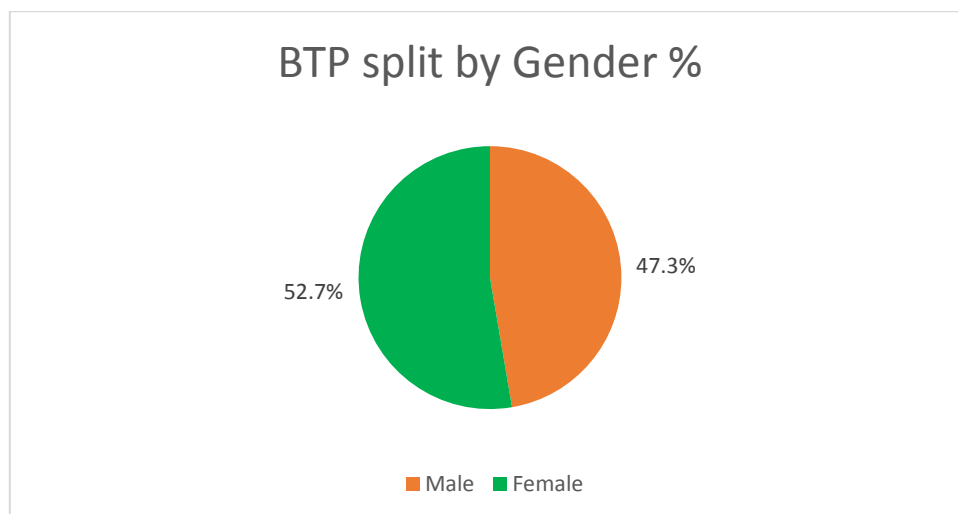
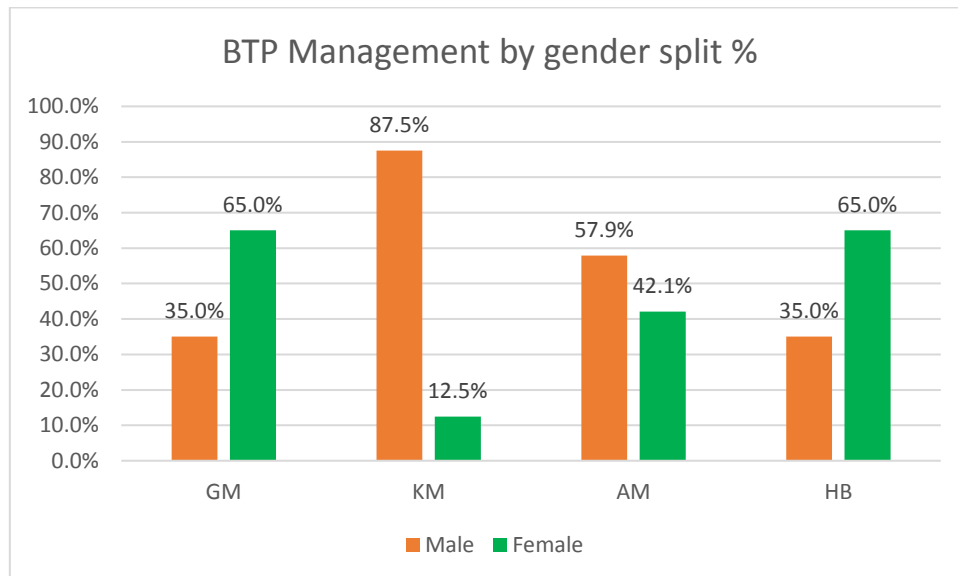
The bonus gap is wider because at the time of reporting more men were in roles that were eligible for a bonus payment, primarily in senior chef roles. Our whole sector needs to focus on employing and promoting more women in chef and senior executive roles.

At the time of publishing this document (March 2019) 60% of our Directors are female and 60% of the Operations & Support Team are female.



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As at January 2019, our gender split of café management and the whole of BTP is as follows:



We will continue to focus on offering promotion and employment opportunities regardless of gender in all roles. Our bonus schemes are based on the performance of the cafes.

To [Make Things Better](#), BTP is committed to ensuring we are an attractive employer and we will continue to offer a flexible approach to working practices especially for Maternity, Paternity or Parental Leave. It is our goal to develop and/or employ more women in the kitchen. This change would address almost all of the gender gap identified and show leadership in the industry.

We are continually reviewing all our pay gaps and believe we do not discriminate between sex.