



THOMAS FRANKS



GENDER PAY GAP REPORTING 2022

FAIR UNBIASED EQUITABLE

THE PRINCIPLES ON WHICH WE WERE FOUNDED AND ON WHICH WE BASE OUR CONTINUED SUCCESS

Thomas Franks Limited are very proud of our reputation and founding principles as a fair and principled employer, since our inception in 2004. Women continue to be very well represented at every level of the organisation, including in our craft teams, food service staff, operational teams, head office support, senior management and on the Board. We are very proud of the fact that women make up 69% of our Thomas Franks Team. As a fair employer, we continue to strive to ensure that all of our recruitment processes are fair and equitable and that training and development opportunities are accessible to all levels, with our development policies being at the very heart of everything we do.

Although some progress has been made in the past year with a slight reduction in our Median Pay Gap we are acutely aware that there is still much to work on, which we are committed to doing. Our Mean Gender Pay Gap has increased slightly but we are confident that some of the initiatives we introduced over the past 12 months will start to have a positive impact moving forwards.



Thomas Franks Limited are very proud of our reputation and founding principles as a fair and principled employer, since our inception in 2004. Women continue to be very well represented at every level of the organisation, including in our craft, food service and operational teams, head office support, senior management and at board level. We are very proud of the fact that women make up 64% of our entire Thomas Franks Team. The majority of roles within the lower quartile are in school locations. These term time only roles are particularly attractive to those with childcare responsibilities.

As a fair employer, we continue to strive to ensure that all of our recruitment processes are fair and equitable and that training and development opportunities are accessible at all levels, with our development policies being at the very heart of everything we do.

The mean bonus gender pay gap has reduced by 10% on last year. We are acutely aware however that there is still much to work on, which we are entirely committed to doing. We are also confident that some of the initiatives we introduced over the past 24 months will continue to have a positive impact moving forwards.

This year we have increased our family friendly leave. We now offer enhanced maternity pay along with a return to work bonus for every female taking maternity leave.

Our Chefs Academy continues to grow, with 66% of our apprentices currently being female.

We continue to strive to ensure that great talent is represented throughout the business structure regardless of gender and 51% of our current Management Development Trainees are female. Women in Leadership is now an important part of our annual Learning and Development programme and continues to

prepare and support team members to develop into more senior positions within the business. We seek to use all development opportunities to impact positively on diminishing the gender pay gap.

We know that we have more work to do to encourage more flexible working hours to meet the needs of modern family life and to make work accessible for men and women who make the decision to return to the workplace. Whilst hospitality remains a service sector which has a reputation for unsociable working hours and demanding expectations, we have female staff at every level who succeed and through development, continue to overcome the boundaries of this traditionally male dominated workplace.

We are fully committed to progressing towards greater equality for both achievement and opportunity, therefore we are confident that our work over the past 24 months and in the coming year will have a positive impact in 2022/3. In 2023 we plan to conduct a full review of the pay and benefits structure as well as introducing clear career pathways to support our future female leaders. We will also be undertaking a review of hybrid working. We plan to enhance our evidence base by reviewing more closely our recruitment and promotion data. We will use this information to help reduce our gender pay gap.

In Thomas Franks, we have always paid equal rates of pay, regardless of gender or age and we will always strive to do so. We are looking to include salary details on our adverts moving forwards and will continue to work hard to ensure that diversity, equality and fairness is applied in every aspect of our business life.



L. Wilson

CHIEF FINANCE DIRECTOR

THOMAS FRANKS

STATUTORY STATISTICS

	21-22
SNAPSHOT DATE	5/4/2022

MEAN GENDER PAY GAP	27.66%
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MEDIAN GENDER PAY GAP	30.81%
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MEAN BONUS GENDER PAY GAP	17.77%
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MEDIAN BONUS GENDER PAY GAP	50.00%
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	MALE	FEMALE
PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT	20.40%	13.79%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND	MALE	FEMALE
LOWER QUARTILE	13.82%	86.18%
LOWER MIDDLE QUARTILE	18.62%	81.38%
UPPER MIDDLE QUARTILE	39.43%	60.57%
UPPER QUARTILE	69.23%	30.77%

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