

2023 Gender Pay Gap Report for Dalcassian Restaurants Ltd

Introduction

At Dalcassian Restaurants Ltd we are committed to giving each and every person the opportunity to thrive, grow and succeed – whatever their background, and wherever they come from, we have an unwavering commitment to invest in rewarding and upskilling every single person, while supporting them to be themselves at work.

This is our first year to publish our Gender Pay Data, we will continue to address the insights from this year’s analysis and create an action plan.

This report will be printed and made available in our restaurant office’s, it will also be made available to employees and published on ‘Workplace’ our employee engagement portal.



About the Company

We have 2 Restaurants based in the northwest of Ireland, creating jobs and opportunities for people no matter their gender, age or lifestyle. This report provides figures for Dalcassian Restaurants Ltd which covers restaurant and office staff. Together these represent a workforce of over 280 which includes Restaurant and Salaried staff. We offer a wide range of jobs, from our restaurant crew and managers to admin Staff.

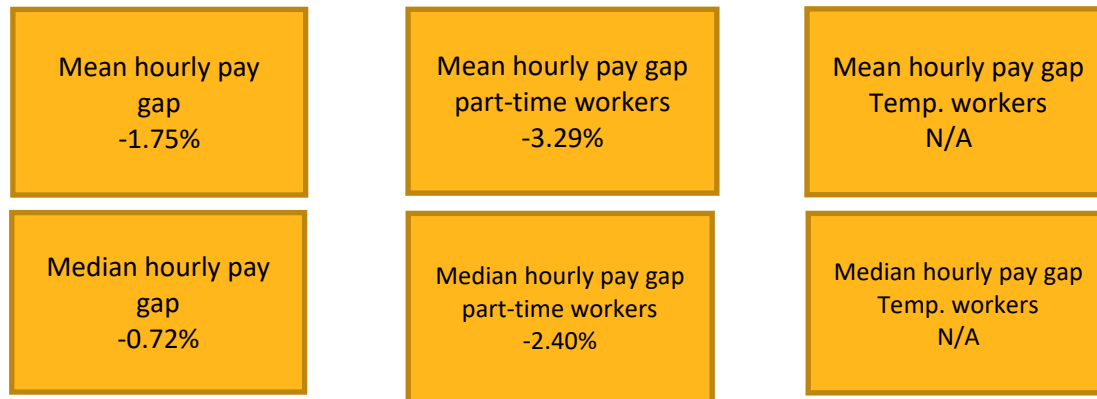
Measuring our pay gap

Companies in Ireland with 250 or more employees at the snapshot date are required to report their data in December 2023. This will be an annual process with the employee threshold lower to 150 or more in 2024 and 50 or more in 2025. We are required to identify a 'snapshot date' – in June and report the information at the same date in December that year. The Snapshot date we have chosen is 18th of June 2023. All information below is based on 12 months up to and including the 18th of June.



Gender pay gap Calculations

The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favorable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favorable position than women



We have a median pay gap of -0.72 percent. We have a mean pay gap of -1.75 percent

The median is the middle number in a set of figures. To illustrate, if you were to line up all of our female employees in order of how much they are paid, from lowest to the highest, and do the same with our male employees, the man and woman in the middle of each line would be paid exactly the same.

The mean is the average of a set of figures. If you were to calculate the average hourly pay for men across our business, it would be – 1.75 per cent lower than the average hourly pay for women.

Part-time workers: We have a median pay gap of -2.40 percent. We have a mean pay gap of -3.29 percent.

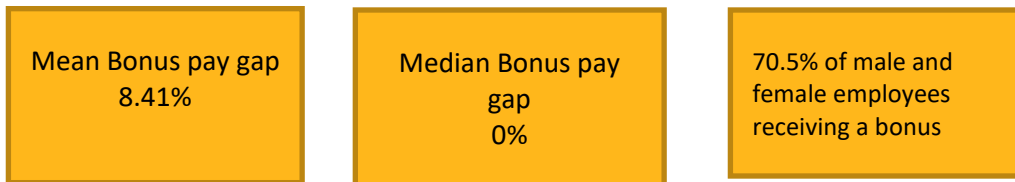


Bonus pay gap

As well as looking at hourly pay, companies are asked to share data on the number of men and women who receive a bonus, and the median and mean bonus pay gap. There are several bonus schemes at Dalcassian Restaurants Ltd, including for our crew and salaried managers. As of June 2023, when the data contained in this report was drawn down, each month we measured our employee performance and our outstanding performers Where awarded bonuses. In addition, all our restaurant Managers were entitled to bonus based on customer feedback and certain performance metrics.

In our Restaurants and Office, we award bonuses to our people based on a combination of individual and company performance.

This year 69.03 per cent of men and 71.96 percent of women received a bonus payment.



We have a median bonus gap of 0 percent between men and Women
Our mean bonus gap is 8.41 percent.

[example: median bonus gap of -12% means +12 per cent in favor of women]



Pay Quartiles

The pay quartiles show the proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each colleague from highest to lowest. The ranking is then divided into four equal quartiles and the proportion of male and female colleagues in each quartile is determined. This metric provides an indication of the proportion of male and female colleagues in junior, middle and senior roles across the business.

| Pay Quartile | Male | Female |
|---------------------------------------------------|--------|--------|
| Upper quartile (% male / female employees) | 53.85% | 46.15% |
| Upper middle quartile (% male / female employees) | 56.92% | 43.05% |
| Lower middle quartile (% male / female employees) | 65.15% | 34.85% |
| Lower quartile (% male / female employees) | 60.61% | 39.39% |

Benefit in Kind Ratio

Benefit in kind is defined as any non-cash benefit of an estimated monetary value, this includes benefits such as company cars and employer provided medical insurance.

The table below shows the proportion of the male / female workforce receiving benefits in kind:

| % male / female employees receiving Benefit in Kind | Male | Female |
|-----------------------------------------------------|------|--------|
| | 1.62 | 1.62 |



Understanding our Pay Gap Key Findings:

Upper Quartile:

The upper quartile reflects a relatively balanced gender distribution, indicating a comparable representation of male and female employees in senior roles within the organization.

Upper Middle Quartile:

The upper middle quartile shows a slight skew towards male employees, suggesting a higher proportion of males in mid-level positions.

Lower Middle Quartile:

The lower middle quartile highlights a significant gender imbalance, with a higher concentration of male employees in mid-tier roles compared to their female counterparts, this relates to the Floor Manager positions, more male than female.

Lower Quartile:

The lower quartile exhibits a similar trend to the upper quartile, indicating a relatively balanced gender distribution in junior roles.

Implications and Recommendations:

Training and Development:

Provide training and development opportunities aimed at enhancing the skills and capabilities of employees in underrepresented quartiles. Foster an inclusive culture that encourages career growth for all employees, irrespective of gender.

Conclusion:

This analysis of pay quartiles provides valuable insights into the gender distribution at different organizational levels, by addressing imbalances and implementing targeted initiatives, the organization can work towards achieving a more equitable and inclusive workforce, continuous awareness will be essential for sustained progress in promoting gender diversity and pay equality

Our leadership are committed to pay parity and ensuring the insights from the gender pay gap are addressed through the execution of our action plan.



Appendix 1 – Gender Pay Gap Calculations Checklist

| Checklist | Included (Yes / No) |
|-------------------------------------------------------------------------------------|---------------------|
| Number of relevant employees | Yes |
| Ordinary pay calculated | Yes |
| Bonus pay calculated | yes |
| Total Working hours | yes |
| Hourly Remuneration | yes |
| Employment status noted | yes |
| % of Male and Female employees paid bonuses | Yes |
| % of Male and Female employees who received BIK | Yes |
| Breaking down employees hourly remuneration by 4 Quartiles from highest to lowest | yes |
| Outlining the % of Male and Female Employees that sit in each quartile | yes |
| Mean Hourly remuneration of male and female employees | yes |
| Gender pay gap in mean hourly remuneration for all employees | yes |
| Gender pay gap in mean hourly remuneration for part time employees | yes |
| Gender pay gap in mean hourly remuneration for temporary employees | N/a |
| Median Hourly remuneration of male and of female employees | yes |
| Gender pay gap in median hourly remuneration of all employees | yes |
| Gender pay gap in median hourly remuneration of male and female part time employees | yes |
| Gender pay gap in median hourly remuneration of male and female temporary employees | Yes |
| Mean bonus remuneration of male and of female employees | Yes |
| Gender pay gap in mean bonus remuneration of all employees | yes |
| Median bonus remuneration of male and female employees | yes |
| Gender pay gap in median bonus remuneration of all employees | yes |



