



Portobello Starboard Ltd
Gender Pay Gap Report
February 2024

Introduction

All UK companies with over 250 employees are required under current UK legislation to report on their gender pay gap.

The gender pay gap shows the differences across a number of pay related areas of a business between men and women including:

- The mean and median gender gaps in hourly pay
- The mean and median gender gaps in bonus pay
- The proportion of men and women who received bonuses
- The proportion of male and female employees in each pay quartile.

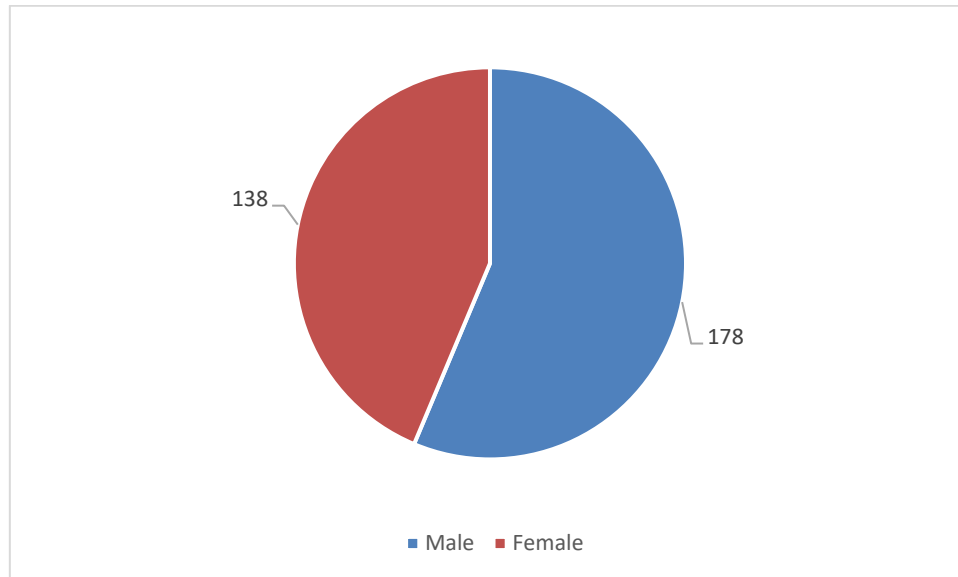
Portobello Starboard Ltd is committed to having a diverse and inclusive team.

We are confident that we provide equal opportunities to all our current and potential employees across all aspects of our business and during their employment with us including pay.

Our workforce

As at the reference period Portobello Starboard Ltd who trades as Portobello Pub Company we had 316 employees, the majority of who are employed in our pubs, restaurants and hotels.

The gender profile of our workforce as at the reference period is as follows:



As at the reference period the Company employed 316 employees of which 178 were male and 138 were female.

This shows that as of the reference period we have a 4:3 ratio of males to females in the Company.

Gender Pay Gap Report

- **Gender Hourly Pay Gap**

Mean: 13.60%

Median: 8.52%

- **Bonus Gender Pay Gap**

Mean: 70.61%

Median: 78.67%

- **Proportion of males and females receiving a bonus payment**

Males: 13.02 % of male workforce

Females: 5.59% of female workforce

Proportion of Males and Females in each Hourly Pay Quartile

	Upper	Upper Middle	Lower Middle	Lower
Male	77.22%	56.96%	53.16%	37.97%
Female	22.78%	43.04%	46.84%	62.03%

Actions to address the results of the review

Portobello Starboard Ltd is committed to addressing any gender pay gaps identified.

We have during the last fiscal year and will continue to undertake a range of actions including but not limited to:

- All salaries and hourly rates of pay assigned to the support team as well as pub, restaurant and hotel based roles are reviewed on going and are monitored to ensure that they are being adhered to in order for us to have equality across our workforce regardless of their gender.
- Ensure that our employees move through the pay bands/ bonus schemes as they develop their careers with us.
- A bonus scheme is being considered which will allow more employees to become eligible for a bonus.
- We will continue to undertake pay rates and benefit analysis across the sector and the UK.

- We will continually review our recruitment /succession policies and processes, focusing on attracting more females in to both senior salaried and hourly paid roles in the restaurants.
- We will ensure that as a Company we offer flexible working and family friendly policies to all our employees.
- Ensure that gender equality is always actively promoted and occurring in all areas of the Company.
- We will undertake further analysis of this in conjunction with other applicable data, such as retention rates, to ensure it is fully understood across the Company.

We the undersigned hereby certify that the information contained in this statement is factual and has been approved by the Portobello Starboard Ltd Board of Directors.

Signatures below:



Mark Crowther
Chairman



Richard Stringer
Managing Director