



Bill's

2023/2024 GENDER PAY GAP REPORT

PUBLISHED MARCH 2025

COMMENTARY

We are committed to being a fair and equal employer, we are committed to ensuring fair pay across all roles.

Whilst reporting on the gender pay gap is a legal requirement, we value and appreciate anyone who identifies differently from their legal gender status and fully support our non-binary employees and guests.

I can confirm that the Gender Pay and Bonus Gap calculations and the data provided for Bill's Restaurants are accurate and were calculated using data from 5th April 2024.

Tom James, Managing Director

MAIN GENDER PAY GAP FIGURES

In this organisation:

- women earned 98p for every £1 that men earned (comparing median hourly pay)
- women made up 38.3% of employees in the highest paid quarter, and 51.2% of employees in the lowest paid quarter
- 1.6% of women received bonus pay, compared with 2.8% of men
- women's bonus pay was 9.2% lower than men's (comparing median bonus pay)





HOURLY PAY

In this organisation:

- women's median hourly pay was 2.1% lower than men's – this means they earned 98p for every £1 that men earn when comparing median hourly pay

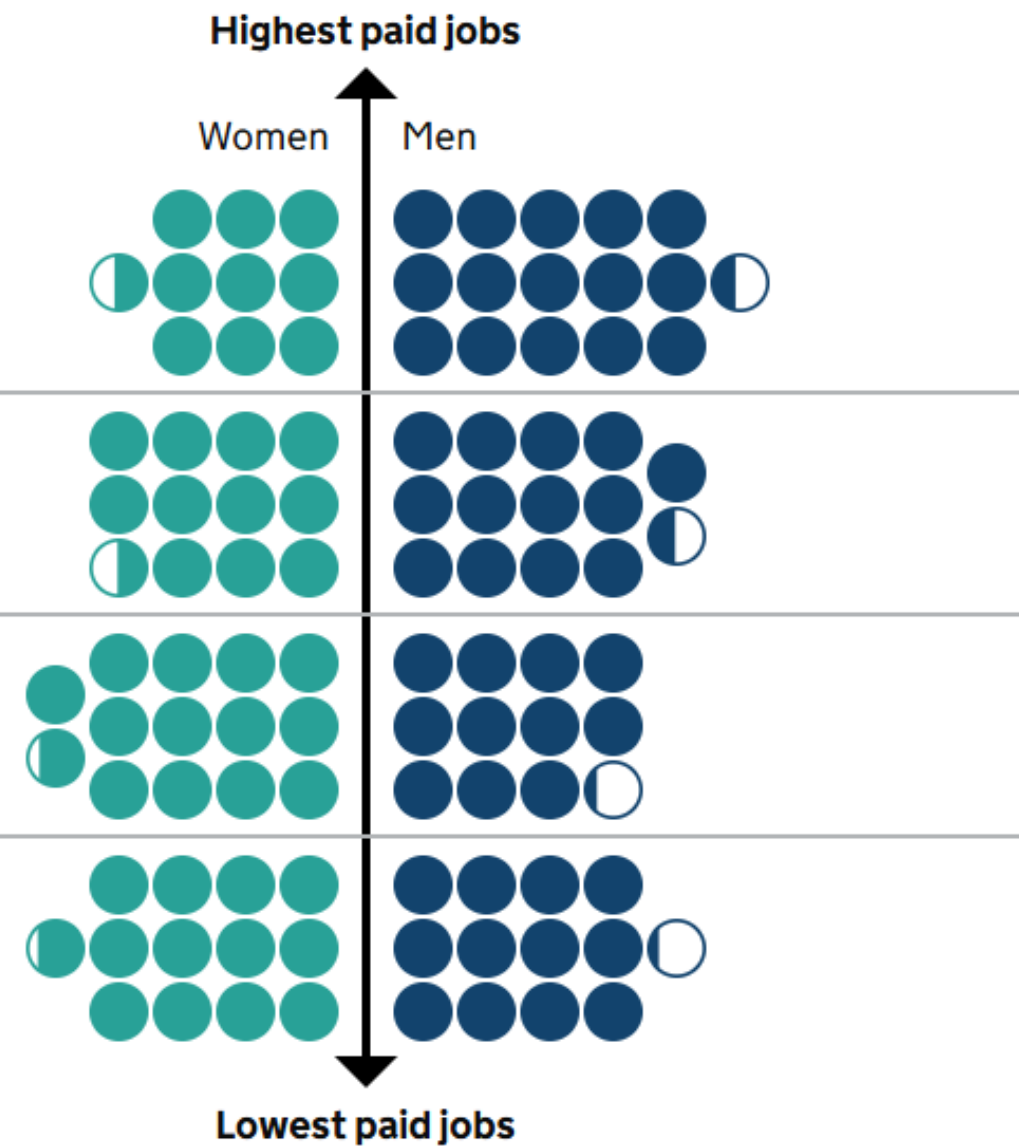


- women's mean (average) hourly pay was 4.8% lower than men's

PAY QUARTERS

In this organisation, women made up:

- 38.3% of employees in the upper hourly pay quarter (highest paid jobs)
- 46.1% of employees in the upper middle hourly pay quarter
- 55.1% of employees in the lower middle hourly pay quarter
- 51.2% of employees in the lower hourly pay quarter (lowest paid jobs)



Each ● represents 1% of the employees in this organisation





BONUS PAY

In this organisation:

- women's median bonus pay was 9.2% lower than men's – this means they earned 91p for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 23% lower than men's
- 1.6% of women and 2.8% of men received bonus pay