

Gender Pay Gap Report

Introduction

Oliver Dunne Restaurants is committed to ensuring fairness, transparency, and equal opportunities across all areas of employment. This Gender Pay Gap Report provides a detailed analysis of the differences in pay and bonus outcomes between male and female employees across the organisation for the 2025 reporting period. Ordinary Pay has been used for pay gap calculations, while Annual Bonus values form the basis of bonus gap analysis. The report includes visual charts, explanatory analysis, conclusions, and an action plan outlining steps to promote continued progress.

Executive Summary

The analysis shows that gender pay outcomes vary between full-time and part-time employees, with a moderate gender pay gap present in part-time roles and smaller differences across full-time positions. The overall combined pay gap is influenced by workforce composition, where women are more represented in part-time roles, which typically offer lower earnings. Bonus receipt rates are higher for women in both employment groups. This report provides an in-depth breakdown of the statistics and commitments to further advancing pay equality.

Detailed Analysis

Part-Time Employees – Mean Gender Pay Gap: 7.13%

Female part-time employees earn on average 7.13% less than male part-time staff. This reflects differences in the distribution of pay within the part-time workforce.

Part-Time Employees – Median Gender Pay Gap: 2.62%

The median gap suggests most employees earn comparable pay levels regardless of gender, with overall differences driven by a small number of higher-paid roles.

Part-Time Bonus Receipt

Bonus receipt was higher among women (9.84%) than men (4.92%). Because bonus values are generally small, the overall impact is limited.

Part-Time Gender Bonus Gap

The mean bonus gap of -100% occurs because male employees received zero bonuses while some female employees received small amounts, creating a mathematically large negative gap.

Full-Time Employees – Mean Gender Pay Gap: 1.43%

Pay for male and female full-time workers is broadly comparable, with only a small mean gap.

Full-Time Employees – Median Gender Pay Gap: 8.08%

The higher median gap indicates differences in role distribution, with men more represented in middle and upper-range pay brackets.

Full-Time Bonus Receipt

Bonus payment rates are significantly higher for women (83.33%) than men (57.69%).

Full-Time Gender Bonus Gap

The negative bonus gaps (-110.36% mean, -50% median) indicate that women's bonus payments tended to be higher during the reporting period.

Combined Workforce – Mean and Median Gender Pay Gaps

The combined mean pay gap of 22.50% and median gap of 20.08% reflect structural factors, with women more represented in lower-paid part-time roles. This increases the overall organisational gap even when full-time pay gaps are relatively small.

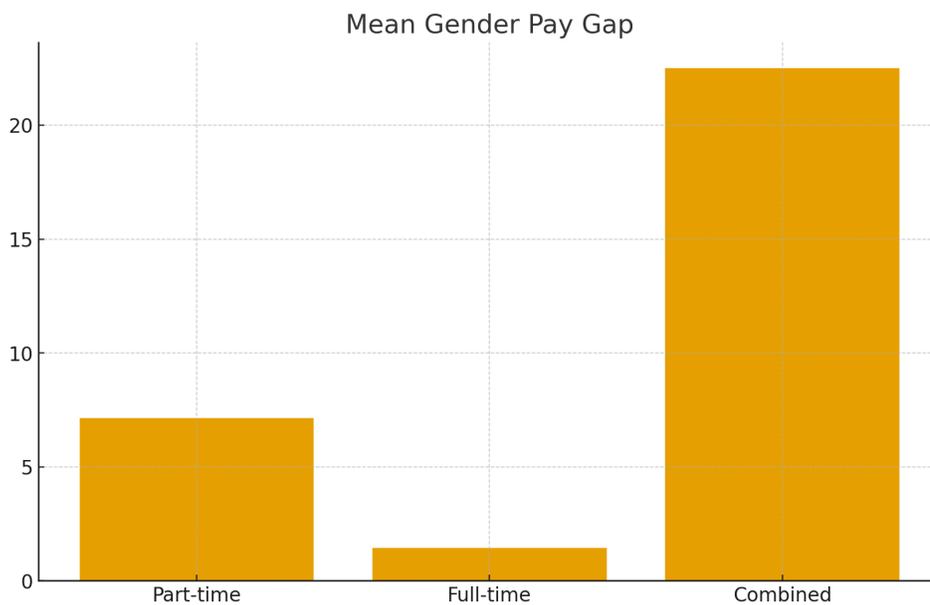
Combined Bonus Receipt

Bonus receipt levels are similar across genders, with a slightly higher rate among women.

Combined Bonus Gap

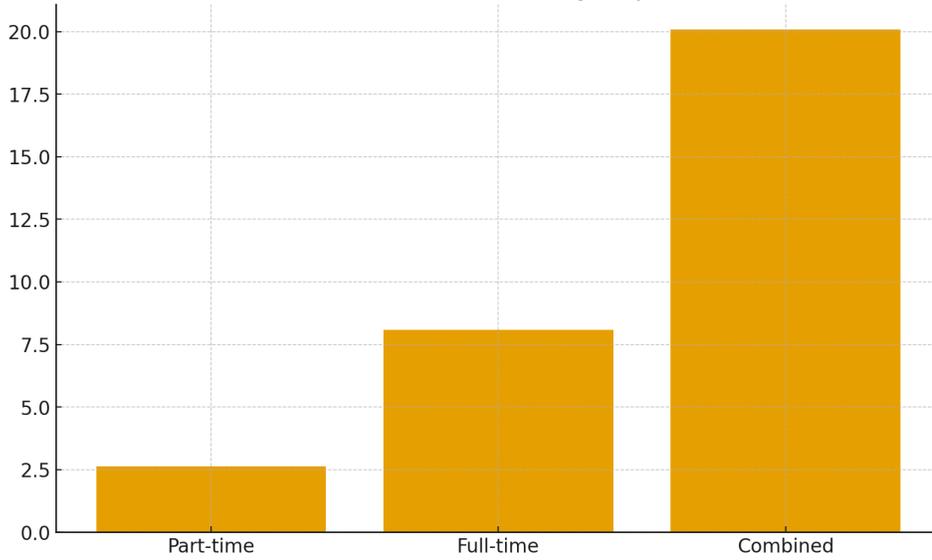
A mean bonus gap of -26.56% indicates that women received higher bonuses on average, although the median bonus gap is 0% as most employees received no bonus.

Charts & Visual Insights

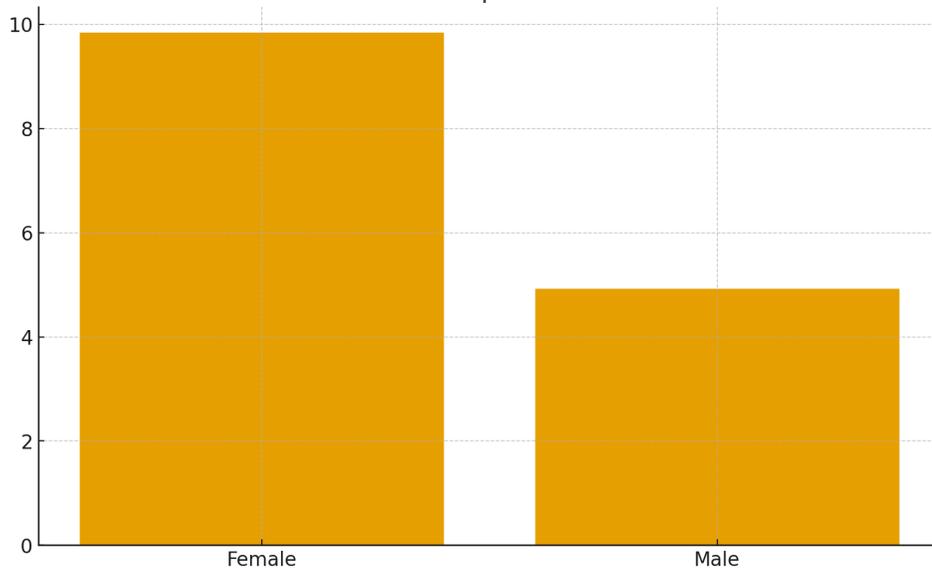


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Median Gender Pay Gap

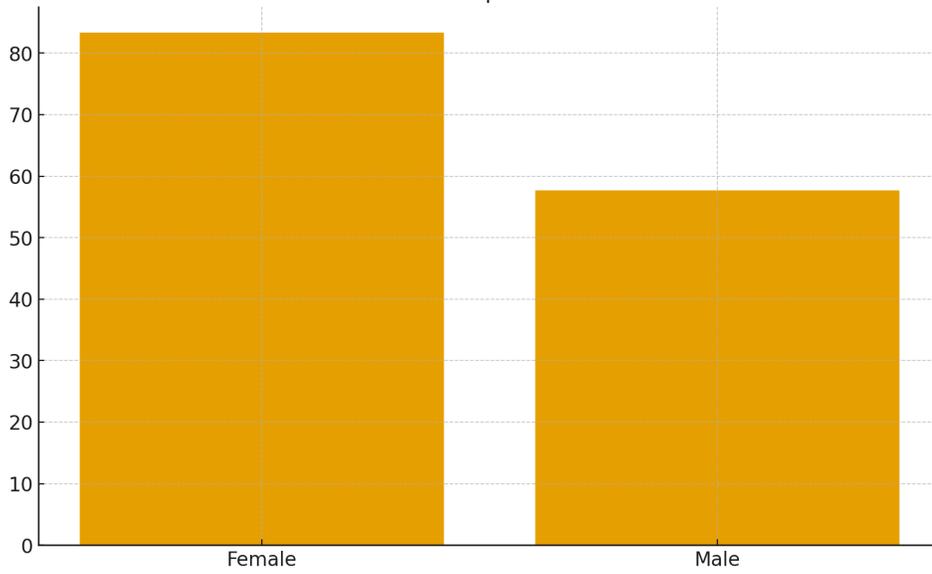


Bonus Receipt - Part-time

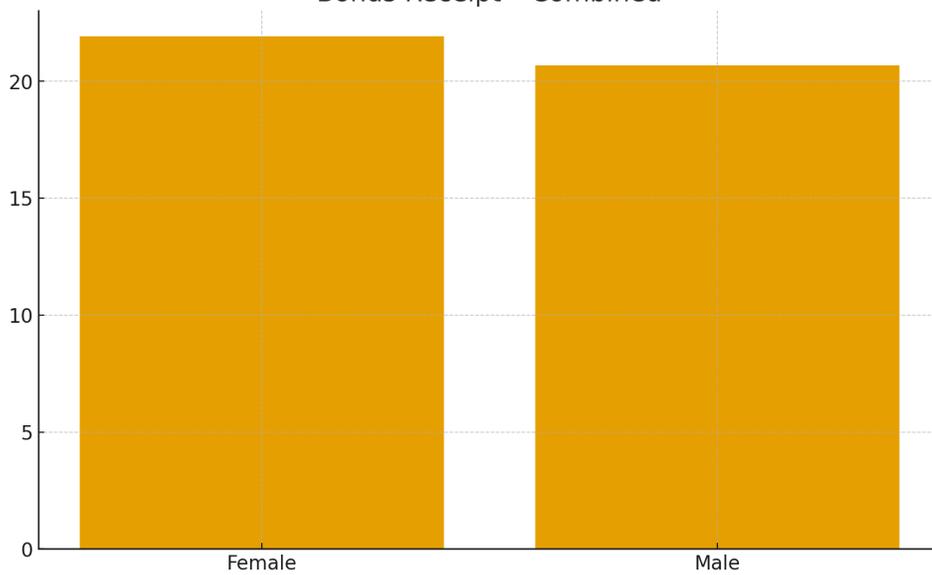


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Bonus Receipt - Full-time



Bonus Receipt - Combined



Conclusions

The analysis demonstrates that gender pay outcomes at Oliver Dunne Restaurants are affected primarily by the distribution of male and female employees across part-time and full-time roles. Full-time pay differences are relatively small, while part-time roles show modest gaps. The overall gender pay gap is driven by structural factors rather than unequal pay for equivalent work. Bonus awards tend to favour female employees, reflecting role-based eligibility patterns.

Action Plan

- Ensure ongoing monitoring of pay structures across all departments.
- Support employee progression pathways, particularly for part-time staff seeking full-time roles.
- Introduce transparent promotion frameworks to ensure equal access to advancement.
- Review bonus eligibility criteria to promote consistency across roles.
- Continue developing training and leadership programmes accessible to all employees.
- Conduct annual internal pay audits to ensure compliance and fairness.

Leadership Statement

At Oliver Dunne Restaurants, we are committed to fostering an inclusive environment in which every member of our team has equal opportunity to thrive. This Gender Pay Gap Report reflects our ongoing commitment to transparency and continuous improvement. We recognise the importance of understanding the factors that contribute to gender pay differences and remain dedicated to addressing these through fair practices, structured development opportunities, and consistent pay reviews.

We will continue to monitor our progress closely and uphold our responsibility to provide a workplace where talent is recognised, supported, and rewarded fairly.

Owner

Oliver Dunne