

Chestnut Gender Pay Gap Report



Our Gender Pay Gap Report for the snapshot date of **5 April 2025** reflects our ongoing commitment to fairness, transparency, and equal opportunity across our organisation. The data shows that while women are well represented across most areas of the business, there remains a measurable difference in average pay and bonus outcomes between men and women.

Hourly

Mean Hourly Pay		Median Hourly Pay	
£17.58	£21.72	£0	£0
Female	Male	Female	Male
+19.0512% Difference		0% Difference	

Upper Quarter	Upper-Middle Quarter
Female: 46 (28.5714%)	Female: 97 (59.8765%)
Male: 115 (71.4286%)	Male: 65 (40.1235%)
Total: 161	Total: 162

Lower-Middle Quarter	Lower Quarter
Female: 98 (60.4938%)	Female: 98 (60.4938%)
Male: 64 (39.5062%)	Male: 64 (39.5062%)
Total: 162	Total: 162

The **mean hourly pay gap is 19.05%**, driven primarily by a higher proportion of men occupying roles in the upper pay quartile.

The **median hourly pay gap is 0%**, indicating that the midpoint pay for men and women is the same. Women make up the majority of employees in three of the four pay quartiles, demonstrating strong representation across much of Chestnut.

Women are well represented across the lower, lower middle, and upper middle quartiles, each showing around **60% female representation**. Our Head Office team is women led with many women throughout Chestnut having key roles.

The upper quartile shows a **higher proportion of men (71%)**, indicating that men currently hold a larger share of higher salaried roles. Our Head Chef population is mainly dominated by men. We recognise this challenge and put in a focus of development and ability to provide flexible work patterns where practical.

Bonus

In relation to bonus pay, the **mean bonus gap is 37.23%** and the **median bonus gap is 57.76%**, with men receiving higher average bonus amounts. However, a greater number of women received a bonus during the reporting period.

Mean Bonus Pay		Median Bonus Pay	
£335.14	£533.92	£88.00	£208.33
Female	Male	Female	Male
+37.23% Difference		+57.7593% Difference	
Number receiving bonus pay		Percentage receiving bonus pay	
Female: 10 Male: 7		Female: +2.8736% Male: +2.2508%	

Chestnut Gender Pay Gap Statement

At Chestnut, we are committed to creating a fair, inclusive, and equitable workplace where every team member has the opportunity to thrive. Closing the gender pay gap is a key part of this commitment. While the gender pay gap is a structural issue affecting organisations across the UK, we take full responsibility for understanding our own data and driving meaningful, long-term change.

To support this, we are proactively reviewing and implementing initiatives that ensure equality of opportunity at every stage of the employee experience. Our focus areas include:

Supporting Working Families

- We regularly review our family-friendly policies and procedures to ensure they reflect best practice and the needs of our people.
- This includes enhanced maternity and paternity packages designed to support team members through key life moments.

Career Development Without Barriers

- We continue to strengthen our development and career pathways so that all team members can progress based on talent, ambition, and performance.
- Our aim is to remove any structural or cultural barriers that may disproportionately impact women’s progression.

Flexible Working

- We consistently review working patterns across the organisation to enable flexible working where practical.
- This supports work–life balance and helps ensure that caring responsibilities do not limit career opportunities.

Fair and Inclusive Recruitment

- Our internal and external recruitment platforms are designed to ensure equality of opportunity at every stage of the hiring process.
- We are committed to attracting diverse talent and ensuring our selection processes are transparent, consistent, and inclusive.

Policy and Governance

- We diarise regular reviews of our employee handbook throughout the year to ensure we remain aligned with - and often ahead of - legislative requirements.
- This helps us maintain a working environment that is inclusive, supportive, and fair for all team members.

We recognise that closing the gender pay gap requires sustained focus, transparency, and accountability. Chestnut remains committed to continuous improvement and to fostering a culture where everyone can succeed.

Report provided and written by: Charley O'Toole, Chief of Staff at Chestnut