

Gender Pay Gap Report 2026

Introduction

We firmly believe that our people are our greatest asset and we are dedicated to fostering a workplace culture that values and embraces diversity across all levels of our organisation. Bridge Street Taverns Ltd T/A The Brazen Head used a snapshot date of June 27th 2026 for the purposes of reporting.

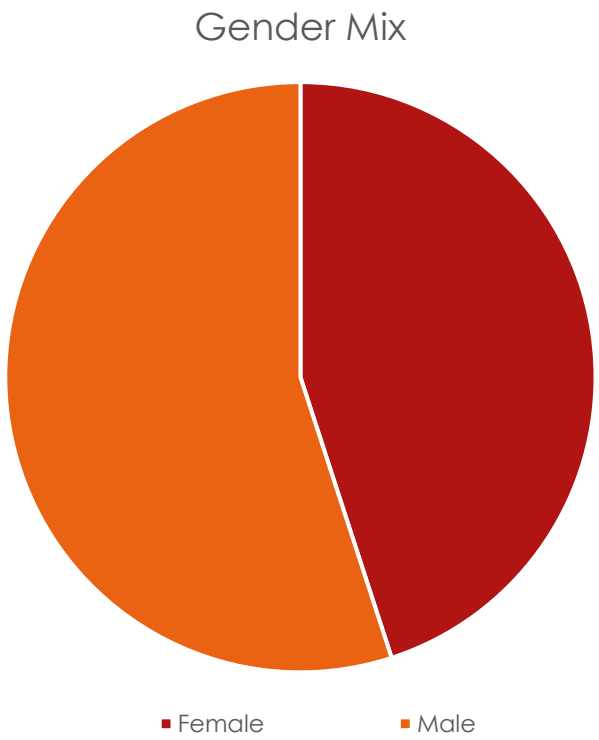
The company operates hospitality business with revenues weighted to seasonal periods, mainly summer months and December. The figures in this report therefore reflect a high business period and a large number of staff and should be interpreted in this context.

During the reporting period there was a workforce of 65 employees (29 female, 36 male).

This report outlines the Gender Pay Gap metrics for 2026, representing the data for Bridge Street Taverns Ltd to fulfil current legislative requirements. At Bridge Street Taverns Ltd, we are committed to identifying and appointing the best candidate for every role, supporting and developing our team members, and ensuring that everyone has a fair and equal opportunity to succeed. We are equally dedicated to recognising and rewarding the contributions of every individual across our team.

Bridge Street Taverns Ltd Gender Split Details

Female 45%
Male 55%



Gender Pay Report 2026 Our Results: Mean & Median Pay Gaps

Mean bonus remuneration pay gap	69%
** 69% in favour of male employees.*	
Median bonus remuneration pay gap	69%
** 69% in favour of male employees.*	
Mean hourly pay gap (all employees)	6.22%
**6.22% in favour of male employees.*	
Mean hourly pay gap (part-time employees)	4.63%
**4.63% in favour of male employees*	
Mean hourly pay gap (temporary employees)	0%
** Does not apply.*	
Median hourly remuneration pay gap (all employees)	3.31%
** 3.31% in favour of male employees.*	
Median hourly remuneration pay gap (part-time employees)	11.60%
** 11.60% in favour of male employees.*	
Median hourly remuneration pay gap (temporary employees)	0%

Gender Pay Report 2026
Our Results

Hourly Pay Quartiles

	Male	Female
- Upper	75%	25%
- Upper Middle	54%	46%
- Lower Middle	53%	47%
- Lower	52%	48%

Benefits in Kind Bonuses

Percentage who received benefits in kin

- Male: 0%
- Female: 0%

Percentage who received paid bonuses

- Male: 75%
- Female: 25%

Our Comments & Addressing the Gender Pay Gap

Our gender pay gap primarily reflects workforce composition, with males holding a higher proportion of senior, higher-paid roles and females more frequently represented in lower-paid and part-time positions. A contributing factor is that entry level, part-time roles such as restaurant servers tend to be occupied by mostly female employees, whilst the kitchen team, predominantly male, are higher paid as an industry norm.

This structural distribution remains the key factor influencing the overall pay gap, though continued recruitment and progression initiatives are expected to improve balance over time. Bridge Street Taverns Ltd is committed to reducing gender pay differences and promoting equal pay for all employees.

Current and Planned Measures to Address the Gender Pay Gap

Recruitment and Promotion Practices

- Introduce gender-balanced recruitment shortlists.
- Encourage internal and external female candidates to apply for senior and management roles.
- Review job descriptions to ensure they are inclusive and free from bias.

Pay and Reward Review

- Conduct annual remuneration reviews to ensure pay equality across roles and genders.

Career Development and Leadership Opportunities

- Encourage female employees to participate in mentoring and leadership opportunities to support progression into management roles. Provide equal access to training and development for all employees.

Policy

- Review and update the Equality, Diversity & Inclusion (EDI) Policy to ensure it reflects best practice and supports gender equity across all areas of the business.