

# Gender Pay Gap Report

## Hourly Paid employees:

Women's mean hourly rate is **2.3% lower** than men's

Women's median hourly rate is **2.2% lower** than men's

## Hourly Paid employees (Team Leaders):

Women's mean hourly rate is **2.9% lower** than men's

Women's median hourly rate is **0.0% lower** than men's

## Managers:

Women's mean hourly rate is **3.5% lower** than men's

Women's median hourly rate is **6.3% lower** than men's

### *Top quartile (highest paid)*

**45.3% of the top quartile are women**

### *Upper middle quartile*

**34% of the upper middle quartile are women**

### *Lower middle quartile*

**25.5% of the lower middle quartile are women**

### *Lower quartile (lowest paid)*

**35.7% of the lower quartile are women**

Company Mean Gender Pay Gap (all employees) 8.0%

8% of women's mean salary is lower than men's

Company Median Gender Pay Gap (all employees) 8.5%

8.5% of women's median salary is lower than men's

No bonus payments were made:

## About the Data:

Our aim is to continue creating a diverse workforce.

Our data snap shot is from April 2017

Our work force comprises of 272 men and 115 women, our industry is traditionally a male dominated industry and there are still relatively few female butchers in the marketplace.

From having no women employed in our production process. In the last 8 years we have grown our female production workforce by 29.7%

This increase in female employees has led to a negative mean pay gap of -0.6% and a median gap of 0% in production.

We've collected the data from our 387 employees and our mean gender pay gap is 8.0%, which we are pleased to report is 10.4% lower than the national average.

We do not operate using a productivity bonus so this doesn't affect our mean or median wage percentages.

Our quartile percentages show an increase and then a decrease in the percentage difference over the year.

The mean percentage pay gap for senior managers is 3.59% again significantly lower than the national average of 18%.

Amongst team leaders and supervisors the mean pay gap is 2.9% and the median 0% - a relatively small pay gap.

We shall continue working to increase the number of female employees that we have and endeavour to ensure that the pay gap diminishes.