

# Gender Pay Gap Report 2018



## Understanding the Gender Pay Gap Data

### What is the Gender Pay Gap?

This measures the difference between male and female earnings across our whole company. These differences are regardless of the type and nature of work undertaken by both male and females. This is done by expressing female pay as a percentage of male pay.

This is different from equal pay. Equal pay deals with the pay differences between males and females who carry out the same job, similar jobs or work of equal value.

## Calculating the Median & Mean Gaps

### Median:-

Looking at the hourly rate of pay for each of our employees and placing the value in order per male/female employees. The Median pay gap is the difference between the female middle hourly pay and the male middle hourly pay.



### Mean:-

This shows the difference in average hourly rate of pay that all our male and female employees receive. This is also affected by the different numbers of male and females in different roles.

The mean and median calculations were also carried out to compare the bonus pays both male and female employees received over a 12 month period.

## Calculating the Pay Quartiles

We have listed all our employees by the hourly pay rate from highest to lowest and then split these into 4 equal groups. We then calculated the percentage of males and females in each group. These groups are known as quartiles.

In this report we have shown the percentage of males and females in each of the 4 quartiles.



# Our results

## Gender Pay Gap

**0.00% - Our Median (2017: 0.00%)**

**14.31% - Our Mean (2017: 12.06%)**

## Bonus Gender Pay Gap

**23.30% - Our Bonus Mean**

**21.62% - Our Bonus Median**

## Percentage of Males & Females receiving a bonus

**78.66%  
Males  
receiving a  
bonus**



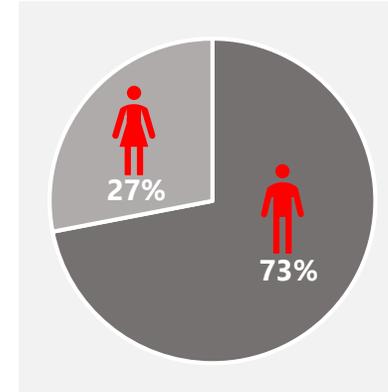
**87.70%  
Females  
receiving a  
bonus**



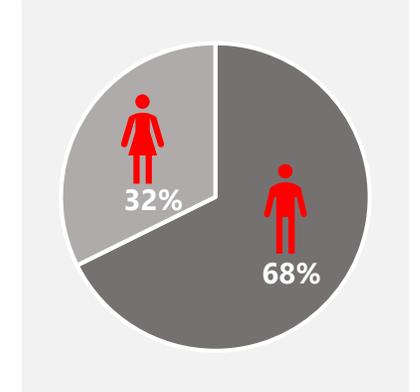
## Pay Quartiles

Proportion of male and female employees according to quartile pay bands

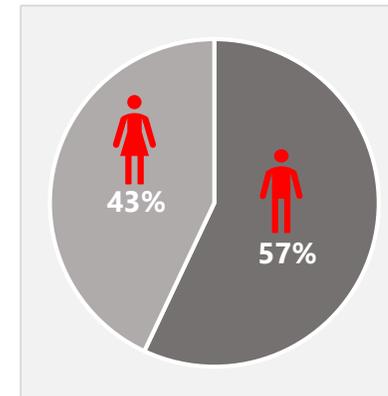
**Upper Quartile**



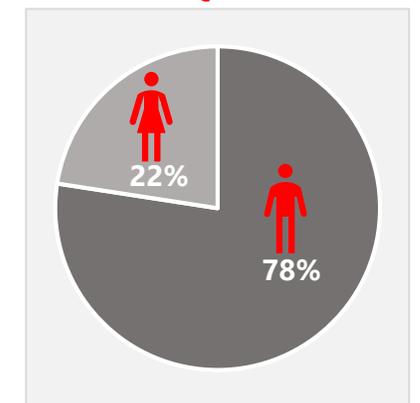
**Upper Middle Quartile**



**Lower Middle Quartile**



**Lower Quartile**



## Overview

As an employee owned business we always strive to ensure equality for all our employee owners. We value the strengths and opportunities a diverse workforce can bring and the results are mutually beneficial for all.

We aim to ensure that our employee owners are all treated the same across all roles and locations. We all have the same opportunities for reward, recognition and development of our careers. Our bonus structures have been developed in such a way that our operational successes benefit all, irrespective of gender or role following a minimum service qualification. However, as in last years results, although 2 employees may be eligible for the same percentage of bonus, variation in working hours would mean the net bonus paid between employees would vary. This affects our Bonus Gender Pay Gap as we have proportionally more part time working females than males.

Our continued work on our pay structures ensure that our weekly paid employee owners receive the same rate of pay in their respective role regardless of gender. Again this can be clearly demonstrated in this years results with our 0.00% Median Gender Pay Gap.

In the second year of producing our Gender Pay Gap our pay gap remains largely unchanged. Our strategies are long term based and we should not expect to be reporting figures that change quickly.

The conscious changes we have made in how we look to attract our talent has resulted in an increase in the percentage number of female applicants for all our roles. As stated previously, we are very successful in nurturing and developing talent internally, however, our driver for this year is to encourage more female internal applications so we can see more females being promoted within the Company. This challenge has been taken up by our Women in Parfets group.

The results come as no surprise to us but do recognise the work that has been done over recent years. We are aware there are more step changes that can be made both within our own Company and the industry as a whole and that these changes take time.

Moving forward we will continue to analyse the factors that may be preventing a more balanced gender workforce and taking meaningful steps to address this.

**I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**



**David Grimes, Joint Managing Director**



## What we are doing

As previously stated we have seen the results from the work we have already started. To continue to close The Gender Pay Gap, we feel we need to continue to concentrate our efforts in the following areas:-

### Education, Engagement and Partnership

- We will continue to educate our external business partners that it is wrong to make certain assumptions about what our current and future employees are and want. For example only male temporary employees being sent for placement because they “assumed” the roles were not female roles
- On going training will take place with our managers to ensure there is no unconscious bias taking place when recruiting. More robust reporting metrics to be produced to look at the make up of our recruitment campaigns
- Continue to actively encourage and support organisations such as Women in Wholesale. Our female GM was a Q&A panellist at one of the Conferences and last year, two of our employees were actively participating, one as a business mentor and the other again as a Q&A panellist
- Further develop our recruitment policies and methods to encourage more females into the industry and look more closely at our family friendly polices to see how these can be improved to assist females into our Company
- Having formalised our Women in Parfett’s group, engage with our existing female employee owners regarding career opportunities and create a more structured role model programme to help nurture and develop talent
- Establish and strengthen our links with schools and colleges within the communities we work to promote our industry and illustrate the number of diverse career opportunities for females in the wholesale sector

