

Gender Pay Gap 2021



Arthur David
FOOD WITH SERVICE

leave it with us!

Introduction

As an equal opportunity employer, we ensure that all employees are treated fairly and consistently relating to all areas of employment.

All pay is governed by the HR & Payroll department to ensure any inconsistencies are addressed and only authorised if they fit within the company's salary banding which is based upon the job role, skills, duties and level of responsibility, influenced by the external market.

The annual gender pay gap reporting offers a fantastic opportunity for us to review the data in a different way.

Although we are confident that we offer fair pay to all employees this report does address the fact that we have more senior males than we do senior females.

Further detail will be provided regarding this within the quartile area of this report. We have made considerable headway in this area by recruiting and promoting female employees within the organisation to more senior roles.

It is important to remember within this report is that we are providing numerical averages without an explanation of the data, which is why we would like to take this opportunity to explain what the data means.

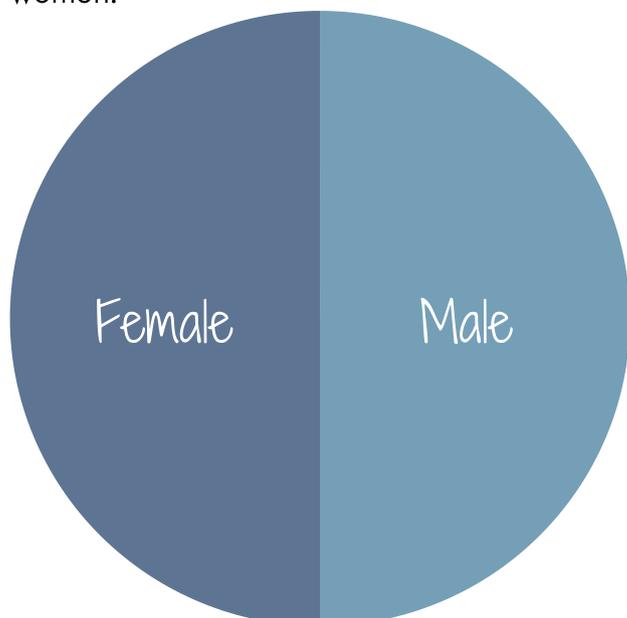
What is The Gender Pay Gap?

The gender pay gap is a measure of the difference in the average hourly pay and bonus pay received by men and women, irrespective of their roles, across the whole business.

Mean

The mean gap is the difference in average hourly pay between men and women, this is calculated by adding all pay rates together and then dividing by the number of employee's included.

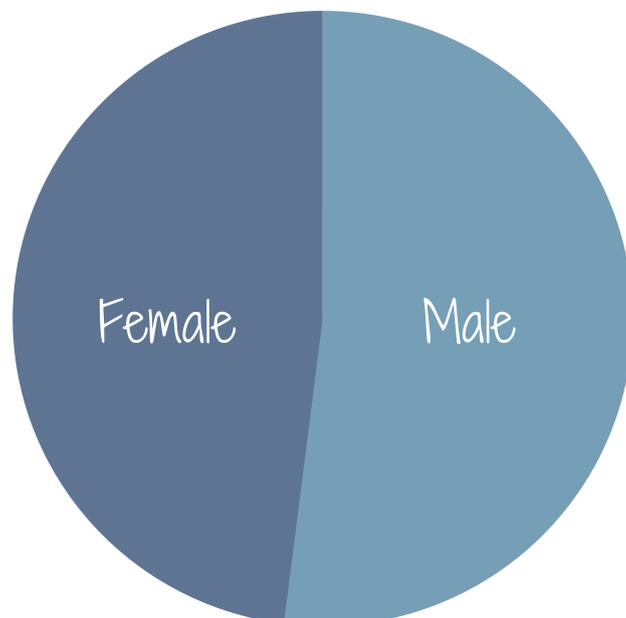
This is also affected by the variance of men and women in different roles. Our mean average is 1.43% difference between men and women.



Median

To calculate the median gap, we list all of our female employees in line in order of hourly rate from highest to the lowest paid. We also did this with our male employees.

The median gap is the difference between the female employee in the middle of their line and the male in theirs, our median gap is 7.10%.



Bonus Payment

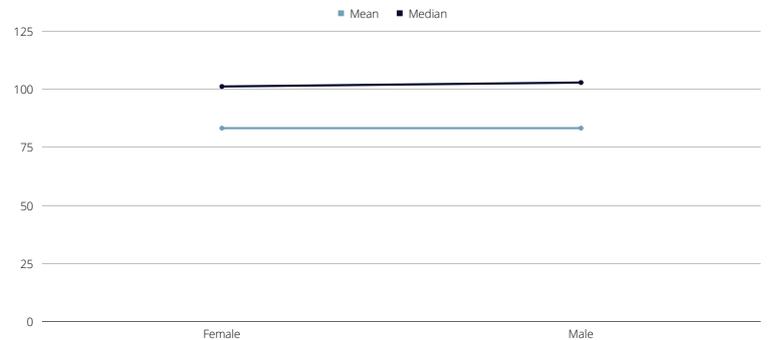
The collection of data gave us evidence that 0.95% of females and 65.82% of all males in the company received a bonus.

This result is driven by the fact that there are very few females in the business who perform roles where a monthly bonus is paid, whereas, a very high percentage of men are in operational positions where monthly KPI achievements are rewarded with a bonus.

Mean and Median Bonus Payments

Female mean bonus pay is 17.51% lower and the median bonus pay is 16.67% lower than males in the Company.

This difference is due to the departments which receive bonus payments within this snapshot period being heavily dominated by male workers due to the roles lack of flexibility and unsociable working hours.



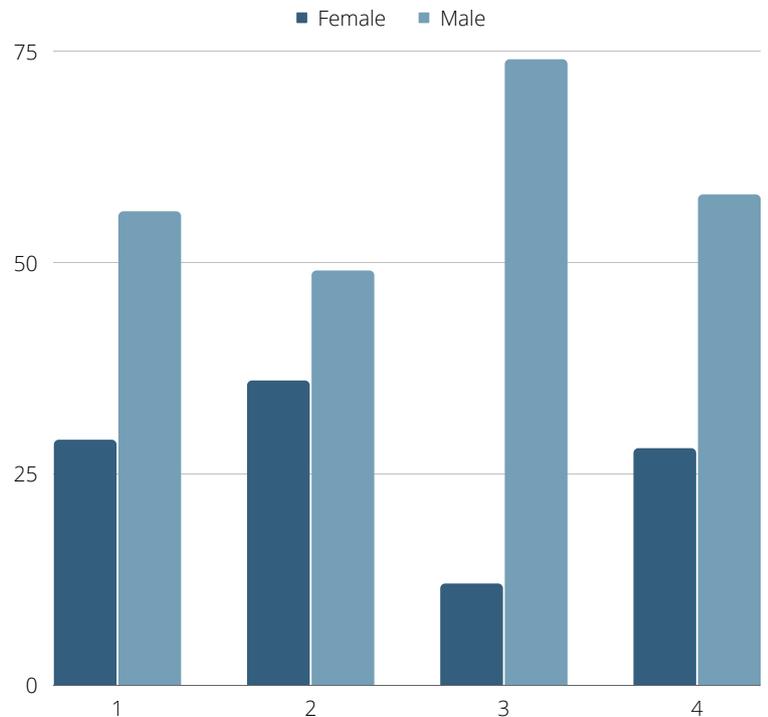
Quartile Percentages

Pay quartiles are calculated by listing the rates of pay for each employee across the Company from lowest to highest, before splitting that list into four equal sized groups and calculating the percentage of females and males in each one.

The results of the review demonstrate that 34.12% of the first quartile are female. This shows us an increase of females placed within the first quartile from last year's report.

In the upper middle quartile, we have 42.35% females, a further increase from last year's report which reflects in the lower middle where the percentage is 13.95% in the lower quartile 32.55% of the group are female.

This again demonstrates that the pay banding systems in place are effective and that both females and males are paid accordingly within these systems regardless of their gender.



Conclusion

Upon reviewing this report we can see that we have had some areas of positive change. Our ethics are put into practice by offering equal pay across the entire Business.

The company has since removed most operational KPI bonus payments which has been replaced with salary increases.

This was following a companywide benchmarking activity and the reintroduction of a revised annual bonus scheme offering recognition and reward to all employees.

We continue to use and develop our internal banding system in order to ensure our teams are rewarded based on their skills and to encourage personal development.

During the last year we have reviewed our shift patterns and now offer a wider range of shift flexibility, creating further opportunities to suit individual needs and or commitments.

Internal and external training prospects are available to all employees and Management encourage their teams to take the opportunity to develop their skills for both progression and succession opportunities.

Arthur David Food with Service are committed to providing an equal place of work and key changes will be shared with all employees.