

**Gender Pay Gap**

 **Report 2018/19**

Pro-Pak Foods has published its Gender pay gap figures for 2018/19.

As Managing Director, my team and I remain committed to reducing the Gender Pay Gap and continuing to value the contributions of all employees within our workforce. We strive to continue to have an open and accepting culture that recognises and appreciates each individual’s contribution regardless of gender, rewarding all appropriately and fairly.

Identifying how our business can change by embracing and developing female employees and the pro-active inclusion and recognition of women in our workforce can only have a positive impact on addressing our Gender Pay Gap. Since publishing last year’s figures, this work has enabled the median gap to be reduced by 8.0% and the mean gap to be reduced by 5.2%

It is important that we measure and monitor progress and our overall objective is to reduce the Gender Pay Gap year on year until it is eradicated within our business.

It is hoped that by analyzing our results and looking at the historical data this will help us make informed decisions and future predictions in relation to reducing the Gender Pay Gap in both the immediate and longer-term HR Strategy, which is fully supported by the Senior Team.

Our business continues to be broadly balanced, reflecting the progress made to date and our commitment to diversity and inclusion. As in 2017 we will continue to employ and promote the right people for the job and for the business and not be influenced by gender.

We have identified further areas to incorporate into our development plans including making women feel more welcome in traditionally male-dominated sectors like Engineering and Warehousing, by adapting the language used in job adverts. We are also looking at how women are progressing through the organisation, putting positive action programs into place such as leadership training, mentoring and coaching to ensure they remain engaged and valued.

Jon Guest

Managing Director Pro-Pak Foods

**Snapshot date 2018**

**Hourly wages pay gap**

In our organisation, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **4%** **lower** than men’s.

When comparing mean hourly wages, women’s mean hourly wage is **10.6%** **lower** than men’s.

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

**Proportion of women in each pay quarter**

In our organisation, women occupy **30.4%** of the highest paid jobs and **39.2%** of the lowest paid jobs.

Top quarter (highest paid)

**30.4% of the top quarter are women**

**69.6% of the top quarter are men**

Upper middle quarter

**34.2% of the upper middle quarter are women**

**65.8% of the upper middle quarter are men**

Lower middle quarter

**35.4% of the lower middle quarter are women**

**64.6% of the lower middle quarter are men**

Lower quarter (lowest paid)

**39.2% of the lower quarter are women**

**60.8% of the lower quarter are men**

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

**Bonus pay gap**

In this organisation, **women earn £1** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **0%** **lower** than men’s.

When comparing mean bonus pay, women’s mean bonus pay is **9.9% higher** than men’s.

**Who received bonus pay**

**45.5%** of women.

**40.6%** of men.

**Snapshot Date 2017**

**Hourly wages pay gap**

In this organisation, **women earn 88p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **12%** **lower** than men’s.

When comparing mean hourly wages, women’s mean hourly wage is **15.8%** **lower** than men’s.

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

**Proportion of women in each pay quarter**

In this organisation, women occupy **29%** of the highest paid jobs and **44%** of the lowest paid jobs.

Top quarter (highest paid)

**29% of the top quarter are women**

**71% of the top quarter are men**

Upper middle quarter

**29% of the upper middle quarter are women**

**71% of the upper middle quarter are men**

Lower middle quarter

**37% of the lower middle quarter are women**

**63% of the lower middle quarter are men**

Lower quarter (lowest paid)

**44% of the lower quarter are women**

**56% of the lower quarter are men**

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

**Bonus pay gap**

In this organisation, **women earn £1** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **0%** **lower** than men’s.

When comparing mean bonus pay, women’s mean bonus pay is **59% lower** than men’s.

**Who received bonus pay**

**61%** of women.

**61%** of men.