



Gender Pay Gap Report 2021



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

3.46% - Our Median (2020:2.24%)

13.21% - Our Mean (2020:9.50%)

Bonus Gender Pay Gap

28.43% - Our Bonus Mean

18.23% - Our Bonus Median

Percentage of Males & Females receiving a bonus

66.47%
Males
receiving a
bonus

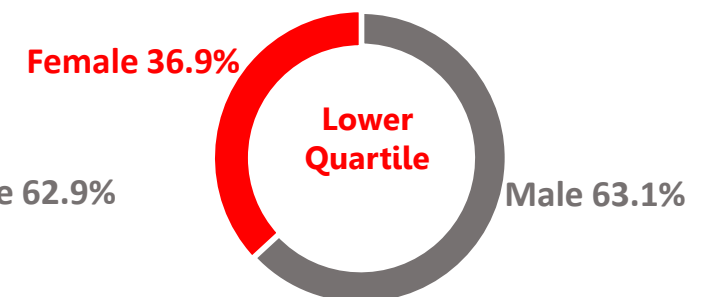
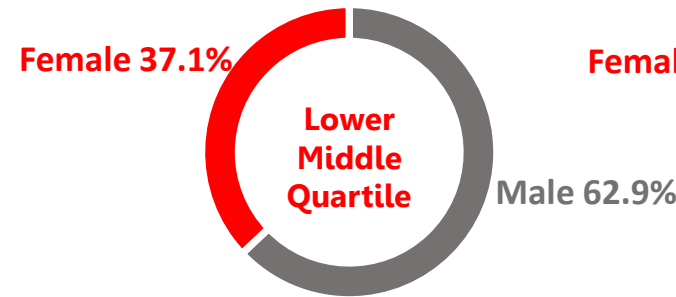
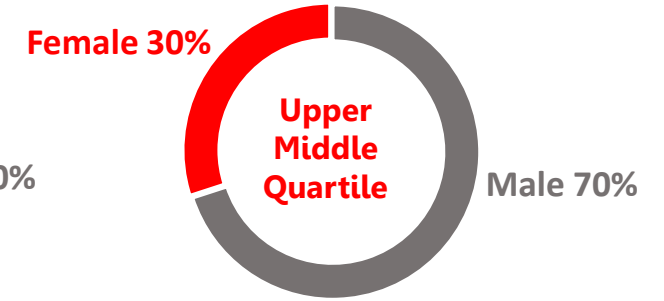
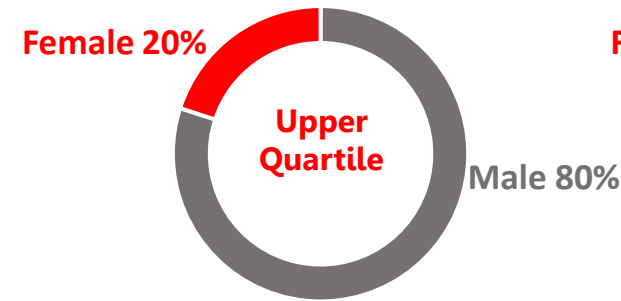


77.29%
Females
receiving a
bonus



Pay Quartiles

Proportion of male and female employees according to quartile pay bands



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.

The figures for this year have been affected by COVID due to the increasing need for temporary employees within our business, most of which were male which has seen an increase in reportable figures on the gender pay gap.

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 and this has resulted in more of our lower/middle management roles being filled by female employees. This year we have also enhanced our family friend benefits which has been well received amongst current employees but will also greatly assist with our recruitment strategies going forward.

As stated previously, we are very successful in nurturing and developing talent internally, however, our driver as always is to encourage more female internal applications so we can see more females being promoted within the Company.

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.

Noel Robinson - 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 and encourage more participation by both our male and female employees, ensure there is always plenty of opportunities for all to attend key events.
- Further develop our recruitment policies and methods to encourage more females into the industry and look more closely at our family friendly policies 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

