

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

The information below relates to data collected on 5th April 2019 in relation to employees of Peter's Food Service Ltd.

- **Mean gender Pay gap** (the difference between the average hourly pay of men and women) – **16.1%**
- **Median Gender Pay Gap** (the difference between the midpoints in the ranges of hourly pay of men and women)– **17.4%**
- **Mean bonus gender pay gap** (the difference between the average bonuses paid to men and women) – **0%**
- **Median bonus gender pay gap** (the difference between the midpoints in the ranges of bonuses paid to men and women) – **0%**
- **Proportion of males and females receiving a bonus payment - 0%**

The UK median gender pay gap is currently 17.9%. ¹

- **Proportion of males and females in each pay quartile:**

Gender Pay Gap Quartiles	Male	Female
Upper Quartile	87.12%	12.88%
Upper Middle Quartile	84.66%	15.34%
Lower Middle Quartile	74.85%	25.15%
Lower Quartile	66.26%	33.74%

¹ Source: ONS Gender Pay Gap Analysis 2018

Managing Gender Pay Reporting

As gender pay gaps are based on averages taken across the whole of an organisation, they do not take into account factors such as job type or different levels of seniority. We have reviewed our gender pay gap numbers carefully and the pay gaps that are visible result from the distribution of men and women between corporate grades across the business. We are confident that men and women are paid equally for doing the same job.

We know that our gender pay gaps are driven by two main factors: i) the higher proportion of men in more senior (higher paid) roles; and ii) the higher proportion of women in more junior (lower paid) roles.

We also have a higher proportion of women whom have alternative work arrangements such as part-time hours and job sharing. This is a positive aspect but it can negatively impact the gender pay gap.

I can confirm that the information provided above is accurate.



Chris Terry
Financial Director

Peter's Food Service Ltd