

THE GENDER PAY GAP REPORT 2022 SOUTH WEST LARDER LIMITED

Introduction

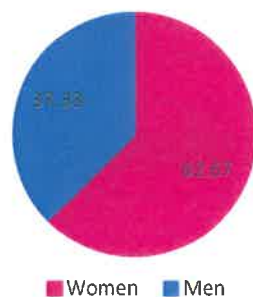
The data relates to the Gender Pay Gap report snapshot date of 5 April 2021 at South West Larder, a catering company operating in the South West of England.

The main roles employed include chefs, catering assistants, kitchen porters, managers, office staff and drivers.

292 staff were employed on the snapshot date, split between 109 men and 183 women.

Totals	Numbers	Percentages
Men	109	37.33%
Women	183	62.67%
	292	100%

Workforce Breakdown



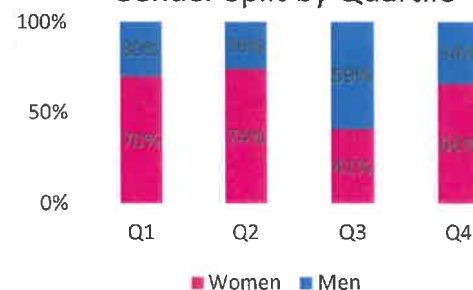
Task 1 – the percentage of men and women in each hourly pay quartile

Each of the 4 quartiles include 73 employees.

The percentage of men and women in each hourly pay quartile:

Quartile	Men	Women
Q1 - Lower Hourly	30.1% (22 men)	69.9% (51 women)
Q2 - Lower Middle Hourly	26.0% (19 men)	74.0% (54 women)
Q3 - Upper Middle Hourly	58.9% (43 men)	41.1% (30 women)
Q4 - Upper Hourly	34.2% (25 men)	65.8% (48 women)

Gender Split by Quartile



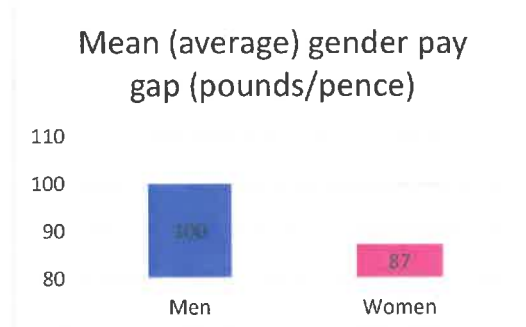


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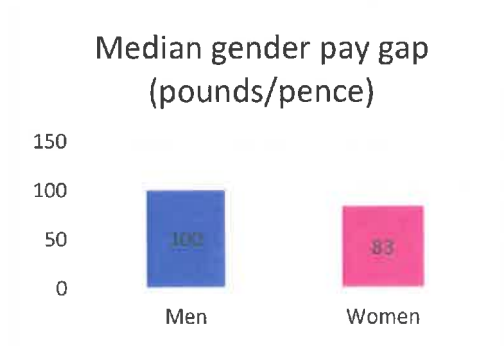
Task 2 - The mean (average) gender pay gap using hourly pay

The mean (average) gender pay gap at South West Larder is 13%. Men are paid 13% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 87p.



Task 3 - The median gender pay gap using hourly pay

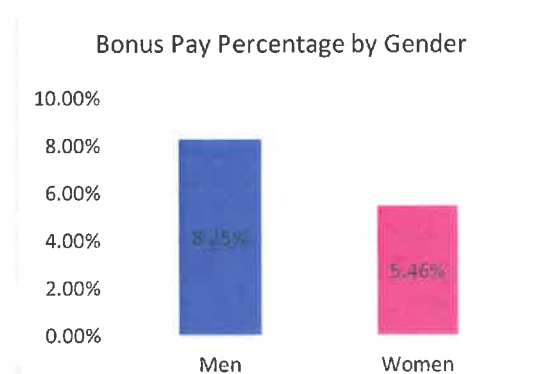
The median gender pay gap at South West Larder is 17%. Men are paid 17% more than women. This means that for every £1 a man earns at South West Larder, a woman earns 83p.



Task 4 - The percentage of men and women receiving bonus pay

The percentage of men and women receiving bonus pay is:

- 8.25% of men received a bonus
- 5.46% of women received a bonus



Task 5 - The mean (average) gender pay gap using bonus pay

The mean (average) gender pay gap using bonus pay is -5.55%

For every £1 of bonus pay made to men, women received £1.05.

Bonus	85p	90p	95p	100p	105p
Men					
Women					



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Task 6 - The median gender pay gap using bonus pay

The median gender pay gap using bonus pay is 5.84%.

For every £1 of bonus pay made to men, women receive 94p.

Median bonus	85p	90p	94p	100p
Men				
Women				

Actions:

We intend to take a number of actions in the coming 12 months before we present the report for the next snapshot data (5 April 2022).

Recruitment

1. We will review our advertisement wording and placement of advertisements to encourage men into roles which fall in the lower two quartiles (e.g. lower hourly pay quartile and lower middle hourly pay quartile).
2. We will review our advertisement wording and placement of advertisements to encourage women into roles which fall in the upper hourly pay quartiles.

Training & Development

3. We will invest in training and upskilling of women through Management and Supervisory skills training courses.

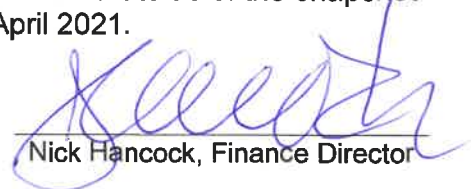
Career Development

4. We will investigate pathways for men and women to move into supervisory and management roles including considering apprenticeships and training.
5. We will investigate the potential opportunities to offer trial shifts for women wishing to apply for Chef Supervisor roles and Chef Manager roles.

Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2021.

Signed



Nick Hancock, Finance Director

Date: 23 March 2022