



**SOMERSET
LARDER**

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THE GENDER PAY GAP REPORT 2024 SOUTH WEST LARDER LIMITED

Introduction

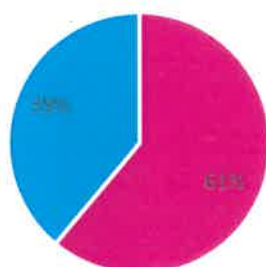
The data relates to the Gender Pay Gap report snapshot date of 5 April 2023 at South West Larder, a catering company operating in the South West of England.

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

290 relevant staff were employed on the snapshot date, split between 114 men and 176 women.

Totals	Numbers	Percentages
Men	114	39%
Women	176	61%
	290	100%

Workforce Breakdown



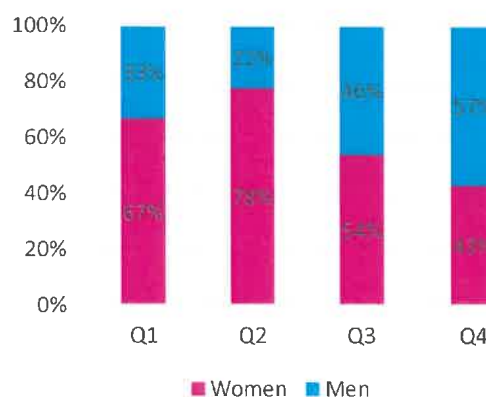
■ % Female ■ % Male

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

Each of the 4 quartiles as set out below includes one quarter of the total 290 employees. The percentage of men and women in each hourly pay quartile are:

Quartile (Q)	Men	Women
Q1 - Lower Hourly	33% (24 men)	67% (49 women)
Q2 - Lower Middle Hourly	22% (16 men)	78% (57 women)
Q3 - Upper Middle Hourly	46% (33 men)	54% (39 women)
Q4 - Upper Hourly	57% (41 men)	43% (31 women)

Gender Split by Quartile





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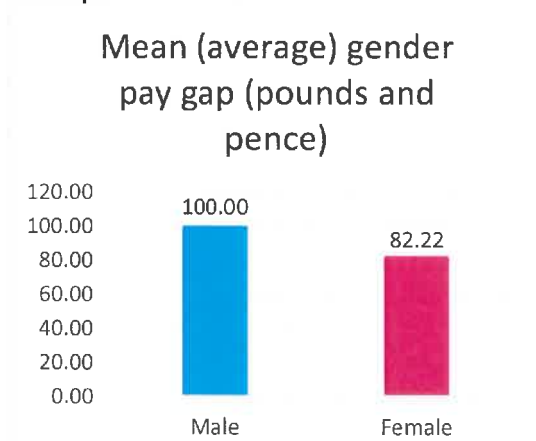
Summary Observations:

- Q1 More men in quartile 1 than last year though the percentage remains the same.
- Q2 More women in quartile 2 than last year and the percentage of women increased by 7%.
- Q3 A narrowed gender split in quartile 3 than last year. The number of women in quartile 3 has reduced compared to last year.
- Q4 More women in quartile 4 – an increase of 6% women in the upper hourly quartile compared to last year.

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

The mean (average) gender pay gap at South West Larder is 17.78%. Men are paid 17.78% more than women.

This means that for every £1 a man earns at South West Larder, a woman earns 82.22p.



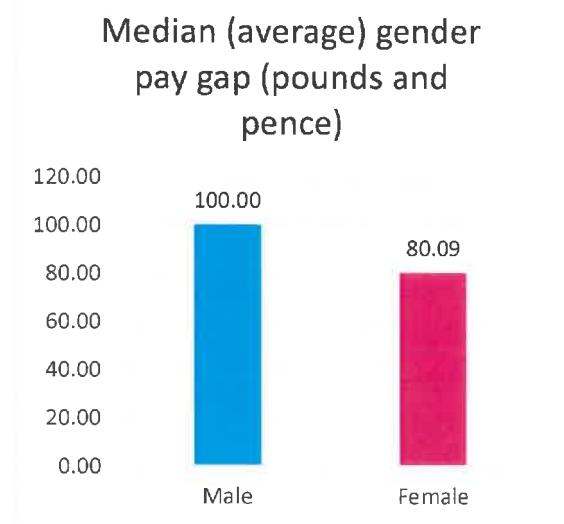
Somerset Larder has narrowed the Gender Pay Gap for Task 2:

- Last year: 18.05%
- This year: 17.78%

Task 3 - The median gender pay gap using hourly pay

The median gender pay gap at South West Larder is 19.91%. Men are paid 19.91% more than women.

This means that for every £1 a man earns at South West Larder, a woman earns 80.09p.



Somerset Larder has narrowed the Gender Pay Gap for Task 3:

- Last year: 22.36%
- This year: 19.91%



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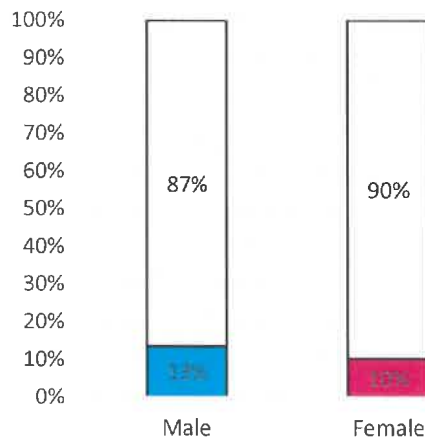
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Task 4 - The percentage of men and women receiving bonus pay

The percentage of men and women receiving bonus pay is:

- 13.33% of men received a bonus
- 10.04% of women received a bonus

Bonus Pay Percentage by Gender



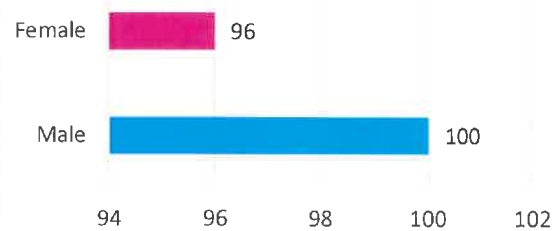
Task 5 - The mean (average) gender pay gap using bonus pay

The mean (average) gender pay gap using bonus pay is 4.00%. For every £1 of bonus pay made to men, women received 96.00p.

Somerset Larder has narrowed the Gender Pay Gap for Task 5:

- Last year: 4.62%
- This year: 4.00%

Mean (average) Gap Using Bonus Pay



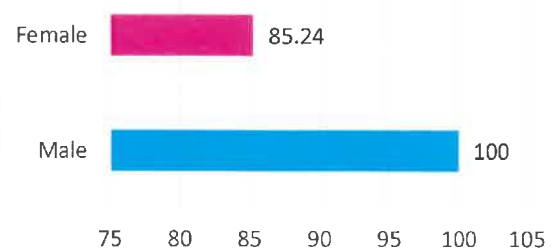
Task 6 - The median gender pay gap using bonus pay

The median gender pay gap using bonus pay is 14.76%. For every £1 of bonus pay made to men, women receive 85.24p.

Somerset Larder has a wider Gender Pay Gap for Task 6:

- Last year: 1.09%
- This year: 14.76%

Medium (average) Gap Using Bonus Pay





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Actions in the last year:

We recognise that planned positive actions may support the narrowing of the Gender Pay Gap.

The actions we have taken in the last year since the snapshot date of 5 April 2023 includes:

1. We reviewed our job advertisement and job description wording:
 - to exclude unintentional focus of women for lower quartile paid jobs, and
 - to exclude unintentional focus of men for upper quartile paid jobs
2. We promoted 4 female and 5 male team members in the 12 months between snapshot dates (5 April 2022 to 5 April 2023).
3. We trained 16 female managers and 29 female supervisors in a range of people management topics to widen skills and knowledge for future progression opportunities.
4. We raised awareness of national and international special days that promote gender equality e.g. International Women's Day.

Actions for the year ahead:

We have planned a number of actions to take in the 12 months before our next snapshot date of 5 April 2024.

Recruitment and Promotion

1. We will complete focus groups and/or individual interviews with people from each job level and gender to assess experience and opportunity for progression, and to explore actual or potential barriers.
2. We will continue to take positive action to encourage females to apply for promotions and monitor promotions by gender.

Training and Development

3. We will offer focused training, qualifications and networking opportunities to further upskill women in preparation for Management and/or Supervisory roles.

Declaration

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2023.

Signed

Steve Braithwaite
Managing Director

Date: 6 March 2024