

FAIR
& EQUITABLE

GENDER PAY GAP REPORT 2017

WILSON VALE



A CELEBRATION OF FEMALE TALENT

Since forming the company in 2001 absolute fairness and equality has been at the heart of everything we do and will remain so.

I have a very strong personal passion that we treat everyone the same regardless of gender. In a company where 51 percent of our 750 employees are female, we work hard to create a fair and equitable working environment for all.

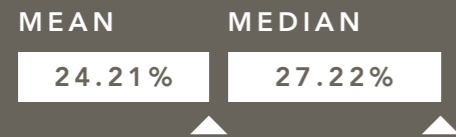
The disappointing reality is that despite our absolute resolve it is an industry wide issue that we struggle to attract women into our craft based middle management roles. At senior management level within our head office teams the reality is very different, we have a strong female presence.

Of course, this is very much work in progress and we are pleased to publish this first report highlighting many of our successes so far.

CAROLYNE VALE
CO FOUNDER

GENDER PAY GAP DATA

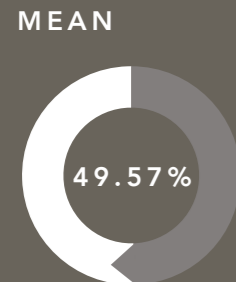
DIFFERENCE IN HOURLY RATE OF PAY



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY



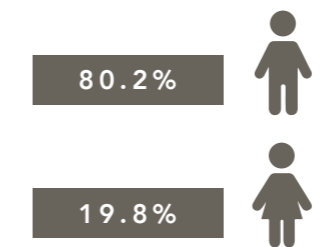
DIFFERENCE IN BONUS PAY



GENDER PAY GAP DATA

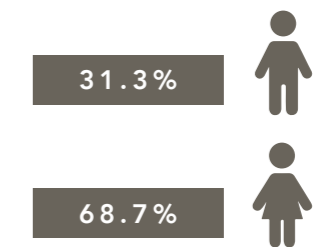
EMPLOYEES PAY BY QUARTILE

UPPER QUARTILE



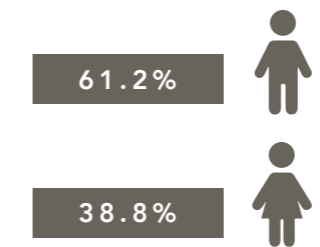
EMPLOYEES PAY BY QUARTILE

LOWER MIDDLE QUARTILE



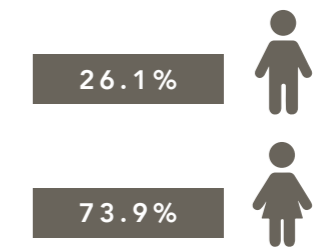
EMPLOYEES PAY BY QUARTILE

UPPER MIDDLE QUARTILE



EMPLOYEES PAY BY QUARTILE

LOWER QUARTILE





BEHIND THE NUMBERS

ADDRESSING OUR GENDER PAY GAP

The honest fact is that we have more male chefs than female chefs within our business.

Our high standards and fresh food ethos attract chefs from the restaurant and hotel sectors, traditionally a male-dominated sector because of the anti-social working hours involved.

Similarly, when it comes to the lower and lower middle quartiles, roles such as general catering assistants are female-dominated.

We are not unique in this; this is an industry-wide issue. Like others, we are working hard to change these traditional patterns.



IT'S IN OUR NATURE TO NURTURE

In a company that places training and mentoring at its heart, our work is on-going to support and develop female chefs to improve gender balance at Wilson Vale.

We know that the hospitality sector has more work to do to attract female chefs. Our strategy is to grow our own.

HOW?

We make it easy for women returning to the workplace after career breaks by offering part-time and flexible working hours.

We nurture and support to develop craft skills so that they reach their full potential. In 2017 alone, we invested over £1 million in training and development.

We promote from within and watch them grow.

MELISSA
Joined in 2005
as Accounts
Assistant,
promoted to GM
Finance

PETRA
Joined 2006
Accounts Assistant,
Company Sponsored
AAT

CHRISSE
Promoted to
Accounts Assistant
in 2017, Company
Sponsored AAT

CLAIRE
Finance Manager
Joined as an Account
Assistant in 2009

KAREN
Payroll Manager
Joined as Payroll
Assistant in 2006

FIONA
Joined as an
Accounts Assistant
in 2009



GROWING OUR OWN FEMALE CHEFS

THE WILSON VALE APPRENTICESHIP PROGRAMME

In 2017, we launched our Wilson Vale Apprenticeship Programme in 2017, aimed at giving people a first step into the catering industry. Running in conjunction with a national training provider and under National Apprenticeship guidelines, our programme includes workshops, one-to-one training and mentoring to give individuals the necessary craft skills, confidence and self-belief to maximise their potential.

Victoria Pearce, a 21-year-old from Burnage in Manchester was our first Wilson Vale apprentice. Before joining our programme, she had completed a BTEC Level 3 in Uniform Public Services at Xavarian College in Manchester, graduating with a triple star distinction. During her time with us, she gained an NVQ Level 2 in professional cookery and has gone on to work within the restaurant sector as a chef de partie.

"MY DREAM WAS ALWAYS TO BECOME A CHEF. THANKS TO WILSON VALE, I AM NOW ON MY CHOSEN CAREER PATH. WHAT WAS GREAT ABOUT MY APPRENTICESHIP EXPERIENCE WAS THAT WE ALL WORKED TOGETHER AS A TEAM AND SUPPORTED EACH OTHER."

OUR CRAFT WORKS PROGRAMME

craft works

Craft Works is our new bespoke craft training programme to ensure that people at all levels - from kitchen porters and general catering assistants right up to chef managers, can develop their craft skills. This tiered training programme is certified and it offers individuals an opportunity to move up the ranks through practical training sessions, mentoring and support. Our goal is to work together to achieve consistent quality, variety, seasonality and creativity right across the business.

**WE ARE DELIGHTED TO REPORT THAT 39% OF THE PARTICIPANTS
TO DATE ARE FEMALE.**

A unique aspect of our company is that everyone is encouraged to cook. We love to share our craft skills and watch an individual's passion and confidence rise. It's about growing our own chefs of the future.

SUPPORTING HOME-GROWN FEMALE TALENT

TERRI HAWTHORNE

CHEF DE PARTIE

Terri Hawthorne joined us as a general catering assistant in 2013. She has subsequently completed her NVQ Level 2 in Professional Cookery. Terri's love of cooking was obvious from the outset and we have done everything possible to support her development. As well as completing all of our legislative training, covering everything from food safety and manual handling to Health & Safety, she is now on our Craft Works programme. In her role as Chef De Partie at a busy catering operation in Milton Keynes, she runs a number of sections in the kitchen including cakes, sandwiches and salads, and is being trained on mains in conjunction with Craft Works.

"THE CRAFT WORKS PROGRAMME IS A GREAT WAY FOR ME TO DEVELOP MY SKILLS AND CREATIVITY. I WOULD LOVE TO BECOME A UNIT MANAGER WITH WILSON VALE MYSELF ONE DAY AND THE HANDS ON HELP I GET FROM BOTH MY UNIT AND AREA MANAGER THROUGH THE PROGRAMME IS A MASSIVE SUPPORT."



SUPPORTING HOME-GROWN FEMALE TALENT

EMMA POWELL

Area Manager

Emma Powell started with us as a Chef Manager in 2010 and went on to become a Relief Manager for us across the Midlands. One year later, we invited her to join our elite band of operations managers. With on-going training and support, she now looks after a portfolio of ten clients with a combined value of £4 million. What is lovely is that she continues to support and mentor female talent along the way.

“ I FEEL THAT I AM STILL LEARNING BUT I ABSOLUTELY LOVE SHARING KNOWLEDGE AND SEEING ANOTHER MEMBER OF THE TEAM DEVELOP. IT WORKS BOTH WAYS; I LEARN FROM THEM AND THEY LEARN FROM ME SO THERE IS MUTUAL RESPECT.”



SUPPORTING HOME-GROWN FEMALE TALENT

MELISSA WALLBANK

General Manager (Finance)

Melissa Wallbank joined us in 2005 as an Accounts Assistant, having graduated from Aston University with a degree in Managerial & Administrative Studies. With our support, she gained chartered status with the Chartered Institute of Management Accountants in 2008. In 2012, she became Financial Controller of Wilson Vale until her present role. Melissa's responsibilities now cover everything from management accounts and IT to purchasing, strategic development and managing the payroll for our 750 staff. Since starting a family, Melissa works on a four-day-a-week basis with us and we are delighted to support her work/life balance.

"MY PROMOTION HAS GIVEN OTHER MEMBERS OF THE WILSON VALE FINANCE TEAM OPPORTUNITIES TO GROW. THIS IS WHAT I LOVE ABOUT WILSON VALE, ALWAYS ACTIVELY ASSISTING AND SUPPORTING PEOPLE TO REACH THEIR POTENTIAL."





FAIR & EQUITABLE

BECAUSE WE WOULDN'T HAVE IT ANY OTHER WAY

THE AVERAGE RATIO OF FEMALE TO MALE WORKERS IS 51:50

71% OF OUR HQ MANAGERS ARE FEMALE

50% OF OUR EXECUTIVE BOARD ARE FEMALE.

5% OF OUR WORKFORCE IS OVER 60

6% OF OUR WORKFORCE IS UNDER 21

WE SUPPORT THE NATIONAL LIVING WAGE AND THE LONDON
LIVING WAGE

WE PAY EQUAL RATES OF PAY, REGARDLESS OF GENDER

FROM THE VERY OUTSET, WE HAVE PLACED DIVERSITY, GENDER
BALANCE AND FAIRNESS AT THE HEART OF OUR BUSINESS.

