

CELEBRATING OUR FEMALE TALENT

GENDER PAY GAP REPORT 2021

WILSON VALE



A RECIPE FOR EQUALITY

Over the past 18 months we have faced some of the most challenging times for our business and our people as we managed the impact of the Coronavirus pandemic.

It has been widely reported that the pandemic dramatically impacted our industry, which only further amplified challenges for working women, largely due to the increase of childcare and at times the dreaded home schooling. Fortunately, and with the help of the Government's Job Retention Scheme we could support our employees. We introduced a number of measures across the organisation including; welfare calls, formally providing access to mental health and financial guidance via an employee assistance programme and introducing KITworks.

KITworks (Keep in touch) allows Wilson Vale employees, who had sadly been made redundant due to the pandemic, to utilise practical online resources and have priority access to Wilson Vale vacancies. Whilst 2020 presented its own set of challenges, 2021 hasn't arrived without its recruitment difficulties with staffing shortages being the main issue. KITworks has allowed us to reengage with many of our wonderfully talented past employees.

A review of the data contained in this report shows a promising reduction in our gender pay gap. However, with 75% of our workforce furloughed at the snapshot date of 6th April 2020 and therefore excluded from the data we do need to be cautious when reviewing our reported progress. Wilson Vale Catering continues to be committed to equality, diversity and inclusion and will endeavour to adopt this strategy through each element our business practices and people.

Lynsey Shaw
HR Manager

GENDER PAY GAP DATA

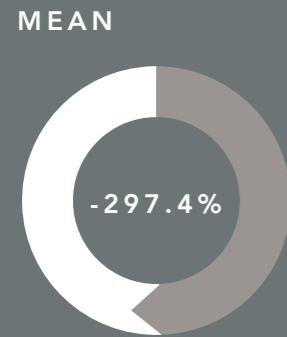
DIFFERENCE IN HOURLY RATE OF PAY



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY



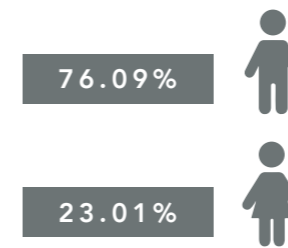
DIFFERENCE IN BONUS PAY



GENDER PAY GAP DATA

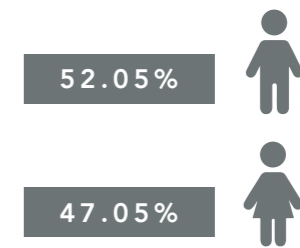
EMPLOYEES PAY BY QUARTILE

UPPER QUARTILE



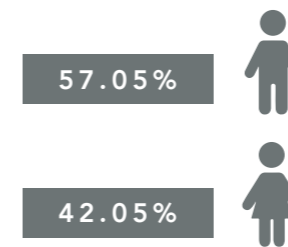
EMPLOYEES PAY BY QUARTILE

LOWER MIDDLE QUARTILE



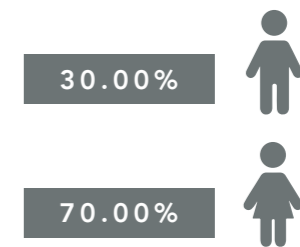
EMPLOYEES PAY BY QUARTILE

UPPER MIDDLE QUARTILE



EMPLOYEES PAY BY QUARTILE

LOWER QUARTILE





CRAFT WORKS IS WORKING

craft works

Our Craftworks programme is now well established within our culture and provides bespoke skills training for individuals. Of the people who have already completed this it has proved to be invaluable as sites have opened during the pandemic with fewer numbers and greater flexibility required.

The Craftworks programme is flexible, unique, bespoke to individual needs, inclusive and fits in within the hours people work. This brings positive benefits in terms of retention for the organisation but also confidence for the individual.

A positive selling point of the programme is that it is delivered at site level, tailored to the site, so it doesn't require a day out of the business or any prior training or qualifications, which can sometimes be an obstacle to the take up of learning. The benefits are that it builds confidence in individuals particularly in people who have not had the opportunity to complete formal skills training or are returners to the world of work.

We ran a campaign called Craftworks freshers week in September this year created added interest in signing up to the programme. This is particularly encouraging as life returns to normal post lockdown. Of the current cohort 50% of people currently on programme are female. In previous programmes 17 people have been promoted as a result of the programme.

One of our sites currently has 5 people on programme who are progressing through the modules and two of which have been promoted as a result. As other candidates see the benefits – they too are signing onto the programme.



SUPPORTING OUR FEMALE TALENT

BECAUSE WE BELIEVE THAT BALANCE IS BETTER

THE AVERAGE RATIO OF FEMALE TO MALE WORKERS IS 56:52

71% OF OUR HQ MANAGERS ARE FEMALE

50% OF OUR EXECUTIVE BOARD IS FEMALE.

7% OF OUR WORKFORCE IS OVER 60

5% OF OUR WORKFORCE IS UNDER 21

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

