

CELEBRATING
OUR FEMALE TALENT

GENDER PAY GAP REPORT 2021

wilsonvale



A RECIPE FOR EQUALITY

Wilson Vale continues to be committed to equality, a workplace that is diverse, inclusive, creative, and supportive. Women remain to be very well represented here at Wilson Vale at every level, from being a part of our very foodie craft-based teams, head office support, senior management and on the board.

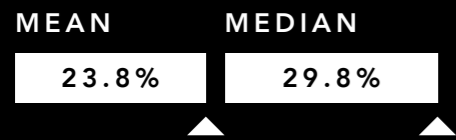
We are confident that the initiatives we implemented in 2020/2021 have had an encouraging impact on all our employees and have allowed the women within our business to continue to flourish. Food without a doubt is the heart of our business, our investment in our Craftworks programme has had a significant positive impact at every level, almost half of the participants are woman. We are proud of the continuous growth and achievements our female employees have illustrated through hardwork, commitment, and determination—something we heavily support and champion.

Like most contract catering companies, the snapshot date used for this years report covered a period of furlough. This meant that a significant number of employees were excluded from the data. This should be considered when reviewing and comparing the data.

GENDER

PAY GAP DATA

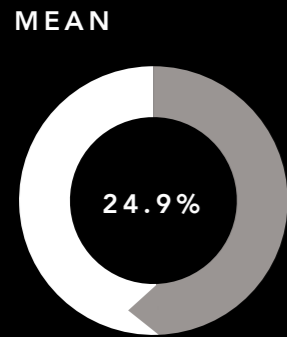
DIFFERENCE IN HOURLY RATE OF PAY



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY

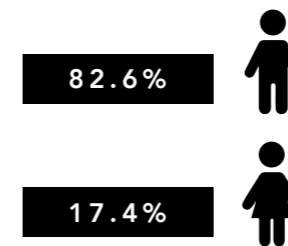


GENDER

PAY GAP DATA

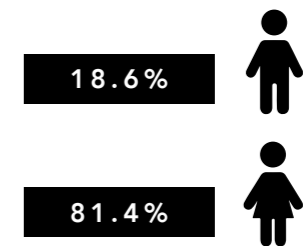
EMPLOYEES PAY BY QUARTILE

UPPER QUARTILE



EMPLOYEES PAY BY QUARTILE

LOWER MIDDLE QUARTILE



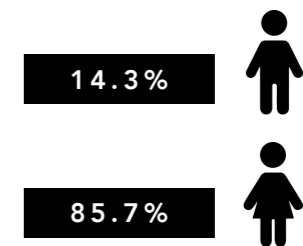
EMPLOYEES PAY BY QUARTILE

UPPER MIDDLE QUARTILE



EMPLOYEES PAY BY QUARTILE

LOWER QUARTILE



CRAFT WORKS IS WORKING

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.

Our Craftworks programme continues to go from strength to strength with the introduction of a Tier 5 – Area Manager. This is a mentored programme combining mentoring skills from existing Managers and virtual and face to face courses run by our Training Manager. This then provides the route for all to progress from General Assistant to Area Manager whilst being able to train in house and within their existing working hours.

47% on programme are female. Of particular note are that 6 people at GA Level are on the CDP tier, 3 people at GA level are on the Sous Chef Tier and 5 people have progressed to the Chef Manager level.

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.



SOPHIE LAMB

Sophie joined us in August 2017 as a Chef de Partie at one of the conference centres we run. She joined the craftworks programme and completed the Level 2 Chef de Partie which enabled her to widen her portfolio of recipes and techniques.

“I have been able to explore techniques and recipes, source local supplier and be creative with recipes. We have grown and used our own herbs and unusual vegetables as part of the CSR initiative in the programme. Looking at all aspects of CSR from local sourcing to waste management.”

Sophie wanted the experience of a new site and applied for a vacancy at a Technology training centre we run. She was promoted to Sous Chef and is currently finalising the Sous Chef Level.



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

wilsonvale

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