

CELEBRATING
OUR FEMALE TALENT

GENDER PAY GAP REPORT 2023

wilson vale



A RECIPE FOR EQUALITY

As an organisation, we recognise the importance of gender equality and are committed to creating a diverse and inclusive workplace.

Wilson Vale Catering recognises that the industry as a whole has an imbalance of gender equal roles, so our main focus is to continue to support with flexibility, female specific mentoring, training, and initiatives for our female colleagues.

We are proud to report that our efforts to reduce the gender pay gap have yielded positive results.

The gap is decreasing, albeit at a slow pace, which is a step in the right direction.

Our data shows that the rate of increase in pay for women is higher than it is for men for 2022.

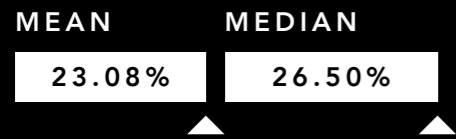
Our intention is to continue this trajectory and is something we are actively addressing through targeted initiatives aimed at supporting and developing women in their career journeys.

We understand that reducing the gender pay gap is a challenging task, particularly within the catering industry but we remain committed to creating a fair and equitable workplace, and we are confident that our continued efforts will help us achieve our goal.

GENDER

PAY GAP DATA

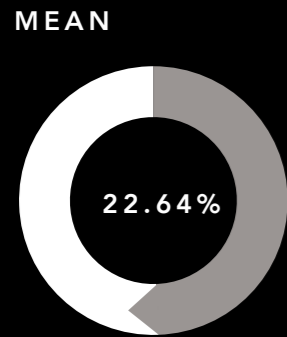
DIFFERENCE IN HOURLY RATE OF PAY



PERCENTAGE OF EMPLOYEES WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



GENDER

PAY GAP DATA

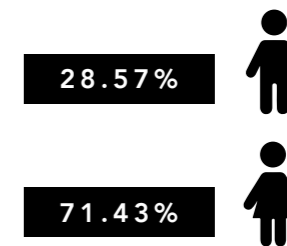
EMPLOYEES PAY BY QUARTILE

UPPER QUARTILE



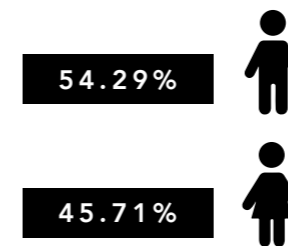
EMPLOYEES PAY BY QUARTILE

LOWER MIDDLE QUARTILE



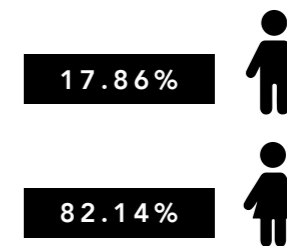
EMPLOYEES PAY BY QUARTILE

UPPER MIDDLE QUARTILE



EMPLOYEES PAY BY QUARTILE

LOWER QUARTILE



CRAFT WORKS IS WORKING

Craftworks is a unique training programme that offers bespoke skills training to all. The Craft Works programme is flexible, unique, bespoke to individual needs, practical, 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.

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.

49% of the people enrolled on Craftworks are female.



Craft Works



JAYNE, RACHEL & CHARLOTTE

Jayne, Rachel and Charlotte all work at one of the Training centres we provide catering for. Jayne has been Chef Manager at the site since 2004. Jayne has been a fantastic mentor to her team. Exceptionally talented, and organised she influenced her team to progress to the their full potential.

Rachel joined as second chef in September 2017 having worked at one of our busy conference centres. With Jayne's mentoring Rachel now looks after the site when Jayne is away on annual leave completing menus, bookwork, health and safety and food safety paperwork. Rachel is currently on the Craftworks programme Level 4 Chef Manager which will enable her to run her own site.

Charlotte joined Wilson Vale in 2017 and has recently completed Level 1 General Assistant programme. She joined Wilson Vale not having worked in commercial kitchen. She has gained confidence and skills – making fresh bread each day, working front of house and working at other sites within the Company when needed. Charlotte is now on Level 2 part of the programme – Chef de Partie.



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

10% OF OUR WORKFORCE IS OVER 60

5.6% 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.

wilson vale

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