

Celebrating our female talent.

Gender Pay Gap Report 2024

wilson vale

A recipe for equality.

In the ongoing pursuit of workplace equality, our company remains devoted in its commitment to transparency and progress.

As we embark on another year, we reflect not only on the strides made in the journey towards gender equality but also on the challenges that persist.

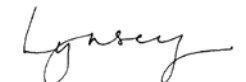
Looking back over the past year, we find cause for both reflection and optimism. While we recognise that the industry as a whole has an imbalance of gender equal roles, our main focus is to continue to support with flexibility, female specific mentoring, training, and initiatives for our female colleagues. It is heartening to identify areas of improvement, however modest they may be.

Notably, there has been a reduction in the difference of the mean hourly rate and the mean bonus rate. Our figures signal a tangible narrowing of the gender pay gap, marking a step towards greater economic fairness within our organisation.

Furthermore, our analysis reveals encouraging trends in the distribution of female representation across pay quartiles. We observe a commendable increase in the proportion of females occupying positions within the upper quartile of pay. Similarly, the upper middle quartile sees a notable increase in female representation. These advancements signify a concerted effort towards inclusivity and opportunities at all levels of our workforce.

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 workplace, and we are confident that our continued efforts will help us achieve our goal.

Lynsey Shaw
HR Director



Gender Pay gap data

Comparisons between 2023 and 2019

*There has been a reduced difference in the mean hourly rate by 1.47% and mean bonus rate by 2.54%.

*There is an increase of females in the upper quartile of pay by 1.86% and the upper middle quartile by 3.26%.

Difference in hourly rate of pay

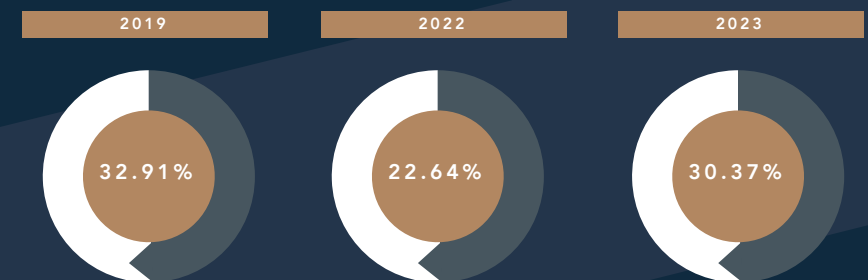
2019		2022		2023	
MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
22.94%	22.00%	23.08%	26.50%	21.47%	24.41%

Percentage of employees who received bonus pay

2019		2022		2023	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7.72%	4.14%	14.06%	12.30%	16.00%	14.38%

Difference in bonus pay

MEAN



Employees pay by quartile

Upper quartile

2019	2022	2023
MEN 82.96%	MEN 80.85%	MEN 81.01%
WOMEN 17.04%	WOMEN 19.15%	WOMEN 18.09%

Upper middle quartile

2019	2022	2023
MEN 58.96%	MEN 54.29%	MEN 55.07%
WOMEN 41.04%	WOMEN 45.71%	WOMEN 44.03%

Lower middle quartile

2019	2022	2023
MEN 36.57%	MEN 28.57%	MEN 31.05%
WOMEN 63.43%	WOMEN 71.43%	WOMEN 68.05%

Lower quartile

2019	2022	2023
MEN 23.70%	MEN 17.86%	MEN 16.08%
WOMEN 76.30%	WOMEN 82.14%	WOMEN 83.02%

Craft Works is working...

Craft Works 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 company but also confidence for the individual.

In the last year we have re-launched the programme to resounding success with 83% of the current cohort are female. 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.



47%
enrolled on
Craft Works
are female.

Rachel & Tipsuwan

Out of our annual Wilson Vale Awards both Rachel who was featured in our last report won the Rising Star Award and Tipsuwan from one of our schools have received Unsung Hero Award.

Rachel joined as second chef in September 2017 having worked at one of our busy conference centres. Rachel has deputised for her Manager and run important VIP events from planning to running the day to great success.

Tipsuwan works in one of our schools. She has completed the Sous Chef level which covers development and training in understanding the role. This includes taking responsibility for menus, events, managing food safety and health and safety as well as running team talks and communication with staff and our suppliers.



Supporting our *female talent*

Because we believe that balance is better



75%
Of our HQ managers are
female

54%
Of our workforce are
female

11%
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.



Craft at our core.

wilsonvale.co.uk

