

Celebrating our female talent.

Gender Pay Gap Report 2024

wilson vale

Seasoning the workplace with *equality*.

At Wilson Vale, we believe that equality is not just an aspiration, it's an ongoing commitment. Each year, we take the opportunity to reflect on our progress, assess the challenges that remain within the hospitality industry in general, and reinforce our dedication to creating a more balanced and inclusive workplace.



Our 2024 Gender Pay Gap Report highlights encouraging improvements. This year, we have seen a **3.84% decrease in the mean gender pay gap** and a **7.45% reduction in the median pay gap** compared to 2023. Additionally, female representation in the upper quartile has increased to **21.3%, up from 18.09%** last year, a positive trend that has continued for the past two years.

Beyond these figures, we recognise that true equality extends beyond pay. That's why we are introducing **enhanced maternity pay**, a new benefit designed to better support women as they progress in their careers while raising a family. We remain committed to creating an environment where career growth and personal responsibilities are not a choice between one or the other.

While we are proud of the progress made, we know there is still more work to do. This report outlines the steps we are taking to build on these improvements, ensuring that equality remains at the heart of everything we do.

Lynsey Shaw
HR Director

A handwritten signature in black ink that reads "Lynsey".

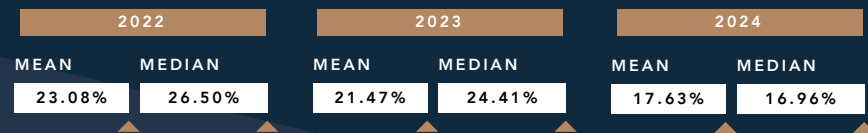
Gender Pay gap data

Comparisons between 2023 and 2024

*There has been a decrease of 3.84% in the difference between mean pay and 7.45% of median pay between male and female employees in 2024 compared to 2023.

*The female percentage in the upper quartile of Wilson Vale employees increasing to 21.3% from 18.09% on the 2023 report is positive. This has increased each year since 2022 also.

Overall % difference in mean hourly rate between male and female employees

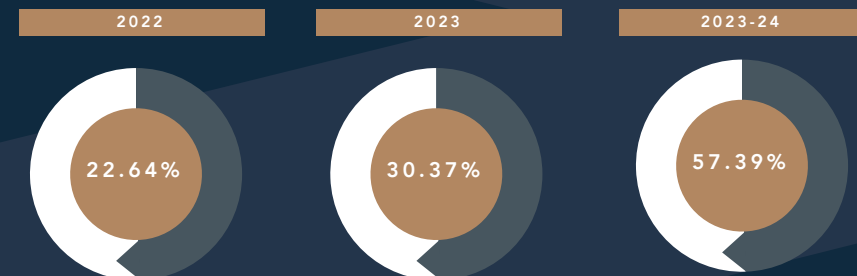


Percentage of employees who received bonus pay



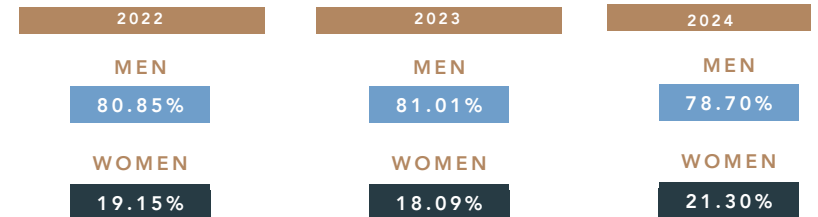
Difference in bonus pay

MEAN

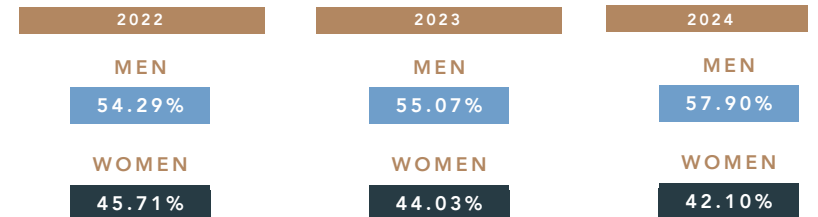


Employees pay by quartile

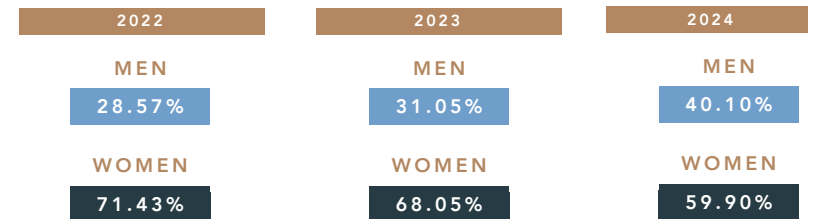
Upper quartile



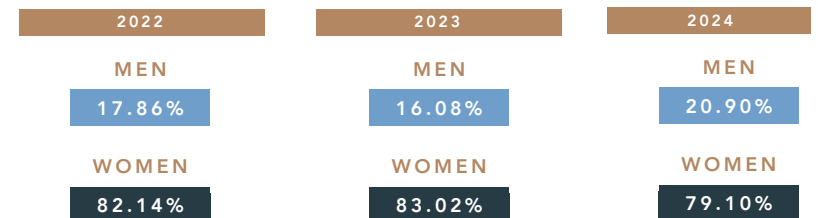
Upper middle quartile



Lower middle quartile



Lower quartile



Craft Works is working...

Our unique in-house training programme, Craft Works, continues to offer flexibility in learning while developing skills and confidence for those who enrol. It is a structured programme that combines mentoring from experienced managers with face-to-face training. Currently, 42% of the cohort are female.

Notable successes in the last year include:

Rachel Howard has progressed from Level 2 to Level 4 and now running her own site as a Chef Manager.

Lee Morton, a General Assistant who is now responsible for preparing mains for their site, including complex dishes.

A General Assistant who joined us in 2024 with no prior experience in catering or commercial kitchens. Under the guidance of their female Chef Manager – who has 37 years of experience as a Chef Manager, including 17 years with Wilson Vale – they completed Level 1 of the programme. Having never cooked from scratch before, they can now confidently prepare cakes, cookies, salads, soups, and bread independently. Their confidence has soared and witnessing their pride when receiving compliments on their food is truly rewarding.

67% of our apprentices are female in an industry where it has been traditionally difficult to recruit.

The successful completion of a Commis Chef Level 2 Apprenticeship at one of our conference centres.

A new entrant to catering who opted for an apprenticeship instead of further academic education and is currently completing a Level 2 Production Chef qualification.



**“42%
enrolled on
Craft Works
are female.”**

Lee Morton, General Assistant

Supporting our *female talent*

Because we believe that balance is better



75%
Of our HQ managers are
female

50%
Of our workforce are
female

11%
Of our workforce is
over 60

33%
On the real 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.



Craft at our core.

wilsonvale.co.uk

