

# Celebrating our female talent.

Gender Pay Gap Report 2025

# Seasoning the workplace with *equality.*

*At Wilson Vale, we continue to view equality not as a destination, but as an ongoing journey that shapes how we grow as a business. Each year, our Gender Pay Gap Report provides an opportunity to reflect on our progress, understand where challenges remain, and strengthen our commitment to building a more inclusive and balanced workplace across our organisation and the wider hospitality industry.*

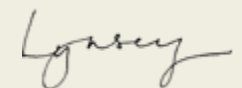
Our 2025 Gender Pay Gap figures demonstrate continued progress, reflecting the positive impact of the steps we have taken over the past year. While improvement in pay gap measures is encouraging, we recognise that meaningful change is driven by long-term investment in people and opportunity.

A key focus this year has been the continued growth of our internal development pathways. We have seen an increase in female representation within our Craftworks programme and apprenticeship schemes, as we invest in upskilling our own talent and creating clear, accessible routes for career progression. By supporting more women into skilled roles and future leadership positions, we are building a stronger and more diverse pipeline for the business.

We remain committed to ensuring that our workplace supports individuals at every stage of their careers. This includes not only fair and equitable pay, but also policies, benefits, and development opportunities that enable our people to thrive both professionally and personally.

This report outlines how we will continue to build on these foundations and ensure that equality remains at the heart of everything we do.

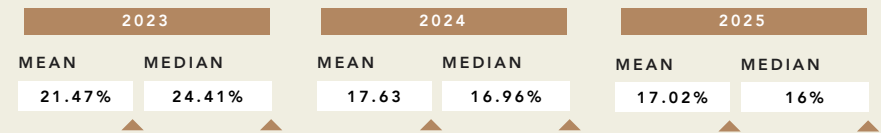
Lynsey Shaw  
HR Director



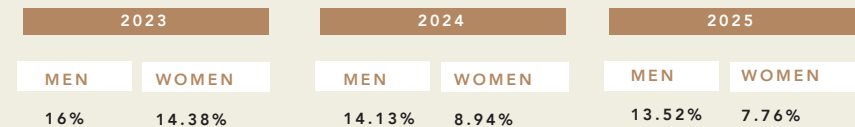
# Gender Pay Gap data.

Comparisons between 2023 and 2025

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

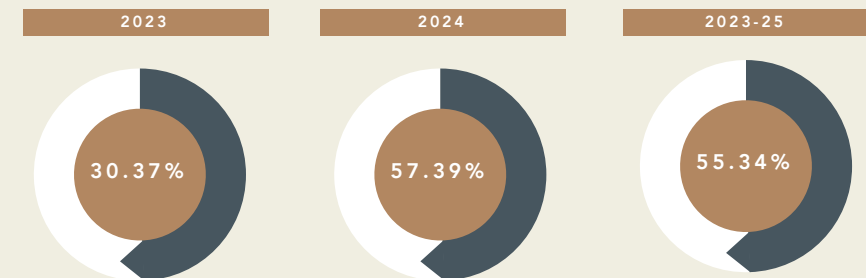


## Percentage of employees who received bonus pay



## Difference in bonus pay

MEAN



### Employees pay by quartile

#### Upper quartile

2023	2024	2025
<b>MEN</b> 81.10%	<b>MEN</b> 78.70%	<b>MEN</b> 82.39%
<b>WOMEN</b> 18.90%	<b>WOMEN</b> 21.30%	<b>WOMEN</b> 17.61%

#### Lower middle quartile

2023	2024	2025
<b>MEN</b> 31.50%	<b>MEN</b> 40.10%	<b>MEN</b> 43.18%
<b>WOMEN</b> 68.50%	<b>WOMEN</b> 59.90%	<b>WOMEN</b> 56.82%

#### Upper middle quartile

2023	2024	2025
<b>MEN</b> 55.70%	<b>MEN</b> 57.90%	<b>MEN</b> 55.68%
<b>WOMEN</b> 44.30%	<b>WOMEN</b> 42.10%	<b>WOMEN</b> 44.32%

#### Lower quartile

2023	2024	2025
<b>MEN</b> 16.80%	<b>MEN</b> 20.90%	<b>MEN</b> 20.57%
<b>WOMEN</b> 82.20%	<b>WOMEN</b> 79.10%	<b>WOMEN</b> 79.43%

# Personal *development.*

*We are proud to support continued professional development for two members of our HR Department – Taylor Benbow – Pullen – HR Generalist and Sarah Norton – HR administrator who are currently undertaking Chartered Institute of Personnel and Development (CIPD) qualifications - Level 5 Associate diploma in people management and Level 3 foundation in people practice. Supporting professional and personal growth helps us build a strong HR Department and as well as building careers for the future.*

## **Sarah Norton**

I began my HR journey in October 2022 when I returned to Wilson Vale as an HR Administrator, gaining my first insight into the HR profession. In August 2023, I took a break to welcome my second child, and I was grateful for the continued support from Wilson Vale during this time.

Upon returning in July 2024, I became even more motivated to develop my career. With the encouragement and support of Wilson Vale, I am now studying towards my CIPD Level 3 qualification.

As a working mother, having the flexibility and backing to balance family life while pursuing my career aspirations has been incredibly important. My experience highlights the value of a supportive workplace in enabling women to grow and progress professionally.

## **Taylor Benbow-pullen**

I started studying for my Level 3 CIPD Certificate in People Practice alongside my full-time role in 2024. In April 2025, I took the next step in my career by joining Wilson Vale, and I successfully completed my qualification that summer.

Since then, the support from colleagues at Head Office and the warm welcome from the Operations team have played a key role in building both my confidence and knowledge within HR. That October, I progressed further by beginning my Level 5 CIPD Associate Diploma in People Management, which was made possible through the continued encouragement of the HR department.

Just eight months into my journey with Wilson Vale, I was also recognised with a 2025 Unsung Hero Award, which came as a genuine shock and meant more to me than I ever expected. It was incredibly heartwarming to see so many women across the business receive awards and gain the company-wide recognition they truly deserve. It is inspiring to see more women being empowered by Wilson Vale and Craft Works to pursue senior roles and gain recognition for their valuable contributions. Our success would not be possible without them.



**Sarah Norton - HR Administrator**



**Taylor Benbow-Pullen - HR Generalist**

# Supporting *female talent.*

Because we believe that *balance is better*



**75%**  
of our HQ  
managers are  
*female*

**48%**  
of our  
workforce are  
*female*

**13%**  
of our  
workforce is  
*over 60*

**68%**  
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*

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