



# GENDER PAY GAP ANALYSIS

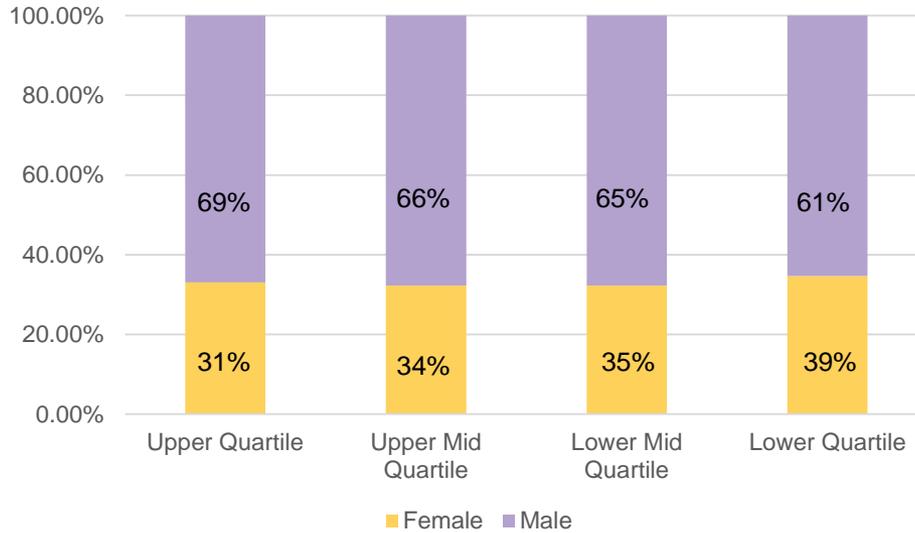
HAYDENS BAKERY LTD, INCLUDING CHANTILLY  
PATISSERIE

# INTRODUCTION

Haydens

- As of April 2017, all organisations that employ over 250 employees are required to report annually on their Gender Pay Gap, which is defined as the relative difference in the average gross hourly earnings of women and men.
- Haydens Bakery Ltd is an equal opportunities employer that believes in equality and diversity within all levels of its organisation.
- The overall Gender Pay Gap for Haydens Bakery Ltd (including Haydens Bakery Ltd trading as Chantilly Patisserie) for 2017-18 is 10.4%.
- Our gap has increased from 2016-17 this is primarily due to an increase of females joining the business at entry level and the amount of males in the business has remained static. It is a positive that we have increased the amount of females in the company by 15% in the last year, an overall increase of 5% across the whole workforce and we anticipate a proportion of those will have advanced in the business in the next 12 months, reducing the gap. As a Food Manufacturer, over 80% of our colleagues work within direct and indirect roles relating to production, distribution, engineering and hygiene. The workforce has reduced from 70% male to 65% male in the last year.
- Our gap remains favourable when compared to the national average of 19%, this is primarily due a high level of operatives in the business who earn set hourly rates. Our median rate of pay is the same for both male and female colleagues.

# OVERALL DATA



The number of females in the upper quartile has remained the same, however due to the increase in employees at entry level additional male employees have entered the upper quartile showing a slight increase male to female ratio.

The percentage of females in the upper mid quartile has increase by almost 2%

The percentage of females in the lower mid quartile has increased by almost 3%

The percentage of females in the lower quartile has increased by over 4% - this is due to an increase in females joining the company at entry level

Difference between men and women	Mean	Median
Gender Pay Gap	10.4	0%
Gender Bonus Gap	0%	0%

# WHAT NEXT?

*Haydens*

- Over the next 12 months we would anticipate seeing that the females that joined the company at entry level will have started to move through the skill levels, increasing the amount of females in higher paid roles.
- We will look to ensure that our pay rates are competitive and that we can attract more females into our business at all levels
- We offer a good range of family friendly opportunities and we will look at how we can communicate those better in our recruitment activities.