



GENDER PAY GAP ANALYSIS

**HAYDENS BAKERY LTD, INCLUDING HAYDENS BAKERY
TRADING AS CHANTILLY PATISSERIE**

INTRODUCTION

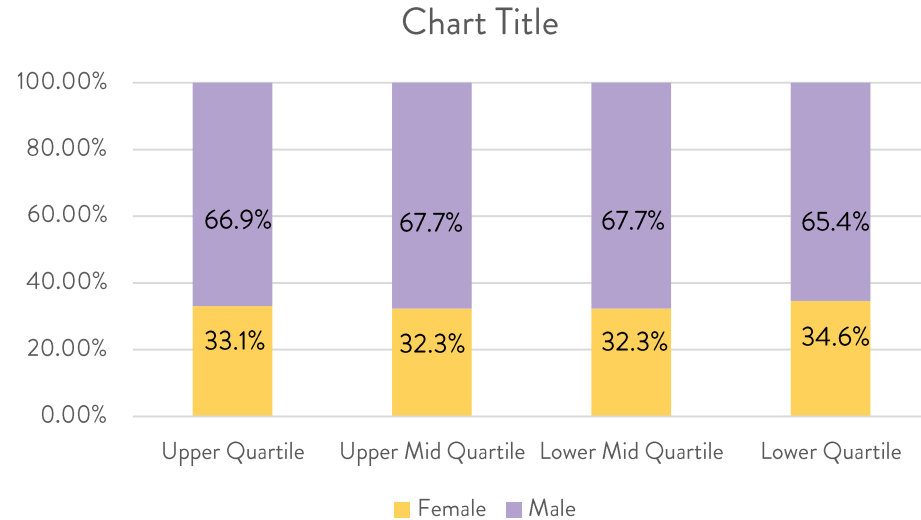
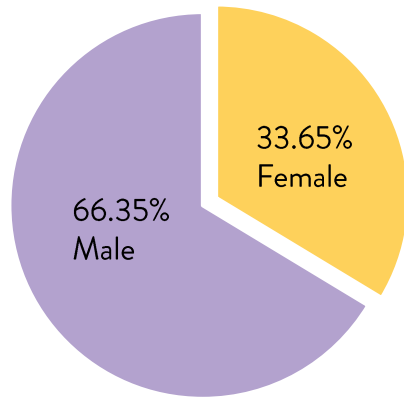
Haydens

- 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) is 7.4%. Our gap is favourable 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.
- As a Food Manufacturer, over 80% of our colleagues work within direct and indirect roles relating to production, distribution, engineering and hygiene, where 70% of the workforce is male. This is broadly in line with the latest ONS data for this industry, however, overall it does mean that there is a gender imbalance within our business.



OVERALL DATA

Overall Gender Split at April '17



Haydens Bakery Ltd employ significantly more males than females, within the last year there has been a 3% increase in favour of females in our gender split. March 2018 gender split 63.35% Male 36.65% Female. This is better than the industry trends of 24% to 76% split as per the latest ONS data

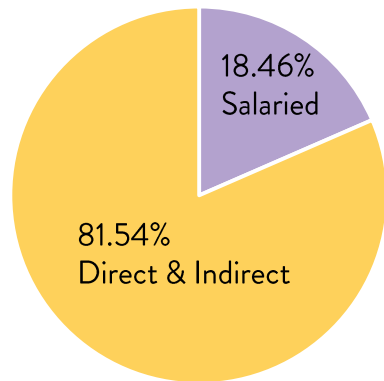
Difference between men and women	Mean	Median
Gender Pay Gap	7.4%	0%
Gender Bonus Gap	0%	0%

GENDER SPLIT – DIRECT & INDIRECT VERSUS SALARIED ROLES

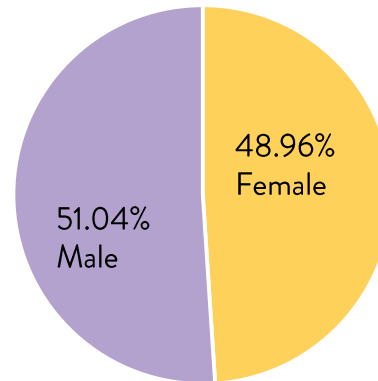
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The following data is broken down to direct and indirect roles (operatives, engineering, warehousing, hygiene etc) versus salaried roles (managers, support staff eg NPD, Finance, HR etc)

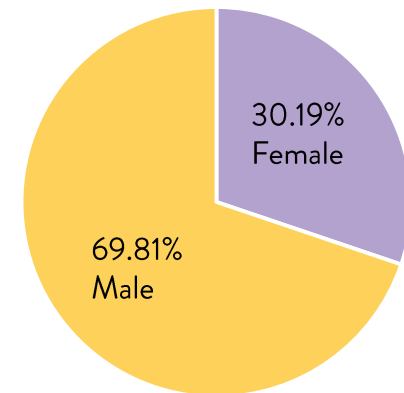
Overall Employee Split
Direct & Indirect v Salaried



Salaried



Direct & Indirect



38.64% of female salaried roles are in management
53.73% of male salaried roles are in management

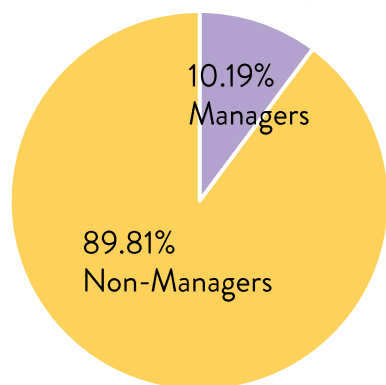
Whilst, as with other organisation in the Manufacturing sector, the gender split within direct and indirect roles is heavily biased toward males, there is a better representation of women in our salaried roles with the gender split being fairly even

GENDER SPLIT – MANAGEMENT V NON-MANAGEMENT ROLES

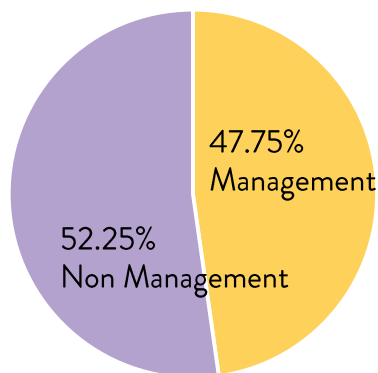
Haydens

The following data is broken down to show management and non-management roles across the organisation and specifically at salaried level.

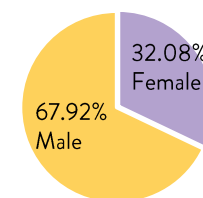
Management v Non Management
Roles – whole organisation



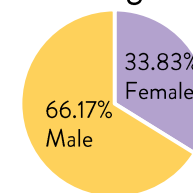
Management v Non Management
Salaried roles



Gender split of management population



Gender split of non-management population
whole organisation



The gender split at management level is representative of the gender split through the whole organisation. With regards to salaried roles it is a nearly equal split of males and females, however, at managerial level only 38% of female salaried roles are at managerial level whereas 53% of male salaried roles are at managerial level.

WHAT NEXT?

Haydens

- We are already in the process of reviewing our recruitment processes and the way we attract employees into the business. We have already seen a step change in the increase of women joining our business at operative level over the last 12 months, we will look at how we can reflect that at more senior levels as well.
- We offer a good range of family friendly opportunities and we will look at how we can communicate those better in our recruitment activities.
- We will continue to benchmark our salaries and ensure that we have a fair and equitable grading structure in place for our salaried employees, this is something that is already in place for our direct and indirect employees.

