

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are calculating the:

- mean and median gender pay gap
- mean and median bonus pay gap
- proportion of females receiving a bonus
- proportion of males and females in each quartile

We are required to publish the results on our own website and a government website each year

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap

Understanding the Report

Mean: add all the values in the section and divide by the number of entries

Median: listing the numbers in order, and finding the middle number (i.e. in a table of 21 entries the value of entry 11 is the mid-point)

The Gender Pay Gap legislation requires us to gather the payroll and bonus information on the snapshot date and then break into four segments called Quartiles:-

- Lower;
- Lower Middle;
- Upper Middle; and
- Upper

Proportion of males and females in each quartile

The below chart shows how many females compared to males are in each quartile. The manufacturing industry is inherently male dominated but we are starting to see females promoted into senior roles

	%F	%M		%F	%M
LQ 2021	17%	83%	LQ 2022	28%	72%
LMQ 2021	18%	82%	LMQ 2022	20%	80%
UMQ 2021	18%	82%	UMQ 2022	16%	84%
UQ 2021	18%	82%	UQ 2022	3%	97%

Your Wine. Our Passion.

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Company registration number: 04768870
Registered in England
VAT number: GB814597311
AWRS Registration No.: XZAW00000101748

Company Directors: AA Cleary, AL Cleary, BWA Cleary, CR Cleary, VA Cleary, MA Satchwell



Mean and Median Gender Pay Gap

TOTAL 2021	No of emp'ees	Mean	Median	TOTAL 2022	No of emp'ees	Mean	Median
F	47	£10.93	£10.63	F	41	£11.34	£11.00
M	212	£12.20	£11.24	M	203	£13.18	£11.97
	259	10.4%	5.4%		248	13.9%	8.1%

This calculation looks at the total pay (basic plus bonus). This shows that female employees in 2022 earned 13.9% less than men, a 3.5% increase on 2021

This calculation can be misleading and should not be looked at as equal pay. We have a grading structure which allows for all staff to be paid equally for the role regardless of sex. The statistics are balanced on the number of females and males in each section / department

Total = Basic Pay + Bonus

This is reflective of the number of women in senior positions such as team leaders, assistants and senior managers

Greencroft Bottling Company Limited believes that candidates gain employment provided they meet the minimum standards (i.e. skills, qualifications and experience), regardless of their gender. Recruitment in this industry is inherently male dominated but we hope by working with apprenticeship providers and local colleges we can encourage more females to join the business. We will continue to ensure our advertisement and recruitment practices do not discriminate candidates based on gender or any of the protected characteristics outlined in the Equality Act 2010

Additionally, we will look to encourage development training so that any employee is suitably skilled and qualified to be promoted as and when opportunities arise

If you would like more information on these calculations, then please contact Debbie Moss, HR Manager, by email at debbie.moss@greencroftbottling.co.uk

Date calculated: 30/05/2023

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