

A woman in a factory setting, wearing a black cap, a blue hairnet, and a high-visibility green and yellow safety vest over a green long-sleeved shirt. She is smiling at the camera. In the background, another worker in a blue hard hat and similar vest is working on a conveyor belt with yellow material.

UK Gender Pay Gap Report

2023

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Foreword



As we move forward on our journey toward a more diverse, equitable, and inclusive workplace, I am pleased to present the 2023 Gender Pay Gap Report. This report is an important step in our commitment to making Branston a place where everyone has an equal opportunity to succeed.

At Branston, we understand that we have work to do in the realm of Diversity, Equity, and Inclusion (DEI). While we may not yet be where we aspire to be, we are committed to acknowledging and addressing the areas where we can improve.

This report is a reflection of our dedication to transparency and accountability. It provides a comprehensive look into the current state of gender pay equality at Branston, recognising our progress while also acknowledging that there is more to be achieved. It underscores our commitment to fostering a workplace where all individuals are treated fairly and with respect.

Within this report, you will find an extensive analysis of the gender pay gap at Branston, as well as our strategies for improvement and plans for the future. While we may have room for improvement, we are committed to taking the necessary actions to bring about meaningful change.

I confirm that the data provided is accurate and meets the statutory requirements for Gender Pay reporting.

A handwritten signature in black ink, appearing to read "Simon Telfer".

Simon Telfer | HR Director



Gender pay gap

Our overall mean gender pay gap for 2023 has improved by reducing from 14% in 2022 to 9.4%. This progress demonstrates that our actions continue to move us in the right direction with more gender balance in entry-level roles. Whilst this is a positive step forward, it is tempered by the increase in the median gender pay gap for 2023 (10.5%) increasing in comparison to 2022 (7.1%) demonstrating that progress is slower than we would like, especially in more senior roles.

Key points

- **Our gender pay gap**

Our median ordinary gender pay gap for 2023 has increased on the previous year but continues to track lower than the national average pay gap which the ONS reported as 14.3% in April 2023.

- **We have a gender pay gap, and we know why**

The food manufacturing industry is predominately occupied by men (our workforce alone is made up of 68% male employees), many of whom occupy upper-quartile or shift based operations and engineering roles which attract higher wages. This imbalance means that mean and median data can be sensitive to small changes. Even a small shift in women's roles and associated pay can have an impact on the overall gender pay gap percentages, positively or negatively.

It's also worth noting that the gender and bonus gap is exacerbated by the fact that pay and bonuses are pro-rata'd for part time workers - the majority of our part time workers are women. Although part-time work can negatively impact the gap(s), we actively support and encourage flexible working as part of our strategy to improve retention and progression, particularly for women.

While we have made particularly good progress at more junior management levels, we know it's equally important our actions take effect throughout all work levels as only a more balanced distribution will close the gap.



Branston's gender pay gap

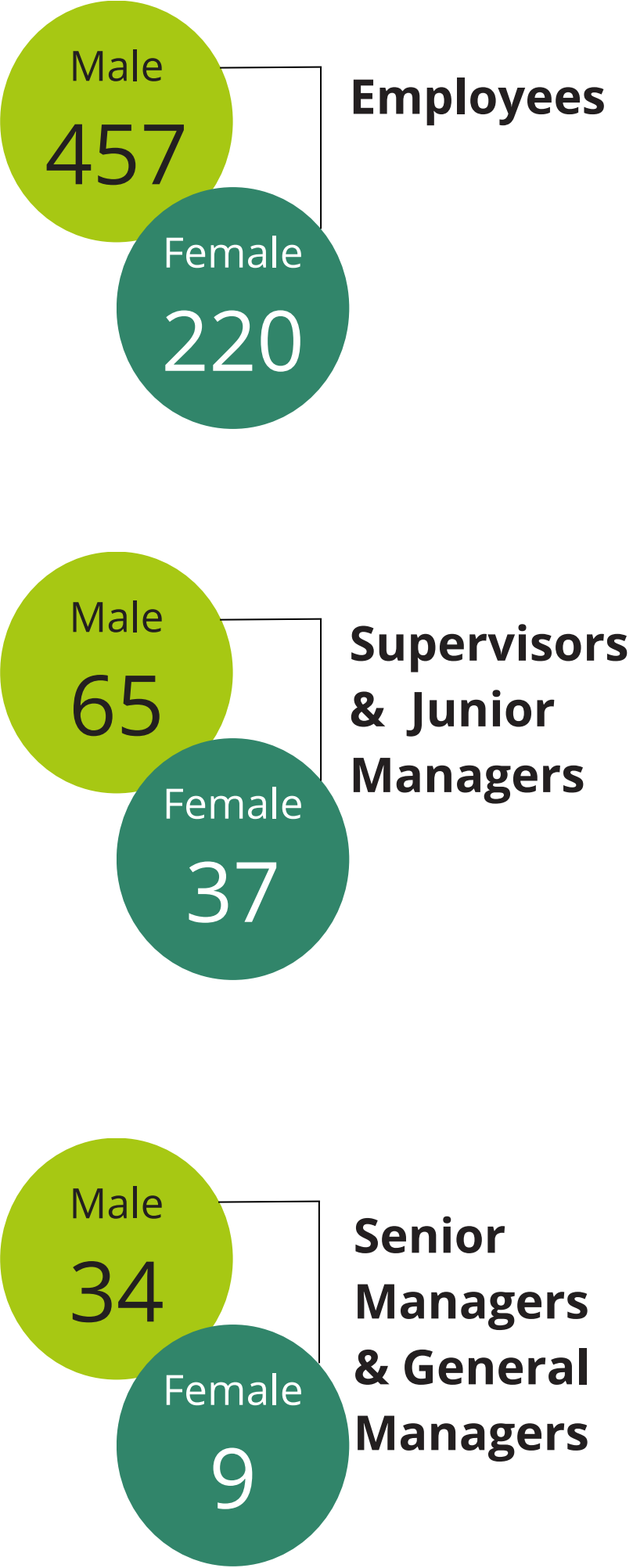
	April 2023	April 2022	April 2021	April 2020
Gender pay gap				
Mean	9.4% (-4.6%)	14% (+2.7%)	11.3% (+2.2%)	9.1% (+1.8%)
Median	10.5% (+3.4%)	7.1% (+2%)	5.1% (+1.4%)	3.7% (-2.8%)
Bonus pay gap				
Mean	-7.5% (-18.1%)	10.6% (-3.2%)	13.8% (+11.3%)	2.5% (-25%)
Median	12.5% (-1.5%)	14% (+4.9%)	9.1% (+9.1%)	0.0% (=)
% of employees receiving a bonus				
Male	94.8%	86.5%	93.7%	68.9%
Female	96.2%	88.4%	94.1%	60.7%

Proportion of males & females by pay quartile

Quartile	April 2023	April 2022	April 2021
Lower	61.2% 38.8%	62.1% 37.9%	63.0% 37.0%
Lower mid	65.3% 34.7%	75.1% 23.9%	76.4% 23.6%
Upper mid	82.1% 17.9%	68.4% 31.6%	68.5% 31.5%
Top	68.9% 31.1%	68.9% 31.1%	70.7% 29.3%

Male Female

Gender split by level



Closing the gap



Closing the gender pay gap is not just a moral imperative; it's also an essential step towards creating a fair and thriving workplace. As a business, we are committed to addressing this issue comprehensively, and here's how we are taking action:

1. **Transparency:** We believe that transparency is the first step towards closing the gender pay gap. We regularly assess and report on our pay structures to identify disparities. This includes conducting regular pay equity audits and publishing salary ranges on job adverts.
2. **Equal Pay for Equal Work:** We are committed to ensuring that all employees are compensated fairly for the work they do. This means eliminating wage disparities between employees who perform similar roles, regardless of their gender.
3. **Diverse Leadership:** We understand the importance of diverse leadership at all levels. We are actively working to increase the representation of women and underrepresented groups in leadership positions through the implementation of mentorship programs, leadership development initiatives, and targeted recruitment strategies to achieve this.
4. **Flexible Work Policies:** We recognise the impact of caregiving responsibilities on the gender pay gap. Branston is committed to providing flexible work policies that accommodate the needs of all employees, helping to reduce the imbalance between men and women in the workplace.
5. **Education and Training:** As part of the relaunch of our eLearning platform, we are looking to increase the provision of training to our employees and managers to raise awareness about gender bias and its impact on pay equity. We are also looking to include workshops on unconscious bias, diversity and inclusion, and mentorship programs to support career development.
6. **Benefits:** We regularly review our benefits to ensure they are inclusive and supportive of all employees, such as parental leave policies, childcare support, and healthcare options.
7. **Regular Audits and Adjustments:** Closing the gender pay gap is an ongoing process. We commit to conducting regular audits and making necessary adjustments to address any discrepancies as they arise.
8. **Community Engagement:** We understand that achieving pay equity is not just an internal matter. Moving forward we will be actively looking at how we can engage with our local communities, partner with organisations that promote gender equality, and advocate for policies that support pay equity.
9. **Metrics and Accountability:** We set specific, measurable goals to track our progress in closing the gender pay gap. We hold ourselves accountable by regularly reviewing these metrics and adjusting our strategies accordingly.
10. **Inclusive Culture:** We are dedicated to fostering an inclusive culture where all employees feel valued, respected, and heard. This includes a zero-tolerance policy for discrimination, harassment, and unequal treatment.

Closing the gender pay gap is a journey, and we understand that it requires continuous effort and commitment. We are determined to create a workplace where every employee, regardless of their gender, has the same opportunities, receives fair compensation, and can thrive in their career. Together, we are building a more equal and just future for our business and our employees.

Useful notes

Pay gap vs equal pay

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal if they are employed to do like work. Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

Mean & Median explained

Mean (or average) and median are statistical terms that have a somewhat similar role in terms of understanding the central tendency of a set of statistical scores. While an average has traditionally been a popular measure of a mid-point in a sample, it has the disadvantage of being affected by any single value being too high or too low compared to the rest of the sample. This is why a median is sometimes taken as a better measure of a mid point.

Reminder of legislative requirements

Mandatory gender pay gap reporting was introduced in 2017 with the aim of narrowing and eventually eliminating the pay differential between men and women.

Gender pay gap legislation requires private organisations with 250 or more employees on a specific date each year must report their gender pay gap data. The report must include six comparative figures including mean and median pay gap, mean and median bonus gender pay gap. Employers are also required to provide the proportion of males and females in each pay quartile and the proportion of males and females receiving bonus pay.