

**McQueens Dairies Ltd**  
**Gender Pay Gap Report**  
**2022/2023**

**Background**

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men). This is based on figures taken on 5 April each year.

The specific information we are required to publish is:

- Mean and median gender pay gap (based on an hourly rate of pay at 5 April).
- Mean and median bonus gender pay gap (considers bonus pay achieved in the 12 months leading up to 5 April).
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts).

This report covers our April 2022 and April 2023 gender pay gap analysis. As of April 2022 12 % of our employees were female and 88% male. In April 2023 11% were female and 89% male.

**Gender pay gap and McQueens Dairies Ltd**

McQueens Dairies Ltd is committed to promoting equal opportunities in employment. Any employee and potential employee will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

Our workforce demographic is 89% male and 11% female which is reflective of the distribution industry, we are continuously reviewing our recruitment strategies to attract more woman to join the company and we have several women in senior management positions which will influence our company culture.

Within all reporting categories an improvement can be seen in April 2022 & April 2023 compared with previous reporting years.

Our gender pay gap data covers the entirety of our employee workforce, from professionally qualified positions, Dairy Production, Distribution Drivers, Sales, customer service and administrative employees. The gender gap itself does not take into account differences in role.

**Understanding the figures**

**1. Gender pay gap Vs equal pay**

A gender pay gap is a measure of the difference between the average earnings of men and women. This means that it compares pay among a whole workforce, regardless of the type of level of work they do. It is our statutory duty as an employer to give men and women equal pay for equal work.

## 2. Gender pay gap as a mean v median average

In order to establish the mean gender pay gap, wages of all male and female employees are added and then divided by the total number of employees. The pay gap is the difference between the mean figures for men and women, which is reported as a percentage. The median gender pay gap is calculated by listing all male and female employee' wages from highest to lowest and comparing the number that sits in the middle for each gender. This doesn't account for age, previous experience, or differences in job roles.

	2020	2021	2022	2023
Mean gender pay gap for hourly pay	2.99%	9.23%	4.73%	-2.31%
Median gender pay gap for hourly pay	7.37%	9.52%	10.11%	4.03%
Mean Bonus Gap	-51.73%	20.49%	25.98%	-2.21%
Median Bonus Gap	-61.65%	23.73%	39.06%	-10.37%
Percentage of Men receiving bonus	91.03%	88.22%	89.72%	89.74%
Percentage of Women receiving bonus	73.33%	79.38%	78.51%	68.18%

## 3. Pay Quartiles by gender %

The firm splits the organisation into four pay bands (upper quartile, upper middle, lower middle and lower quartile) based on hourly pay rate.

This graph shows our workforce divided into four equal sized groups based on hourly pay rate. 'Lower quartile' includes the lowest paid 25% of employees and 'upper quartile' includes the highest paid 25%.

<u>Proportion of men and women in each quartile</u>			2020	2021	2022	2023
Quartile Upper	75% - 100%	Men	85%	93%	92%	91%
		Women	15%	7%	8%	9%
Quartile Upper Middle	50% - 75%	Men	93%	93%	95%	92%
		Women	7%	7%	5%	8%
Quartile Lower Middle	25% - 50%	Men	100%	91%	90%	92%
		Women	0%	9%	11%	8%
Quartile Lower	0% - 25%	Men	74%	77%	76%	82%
		Women	26%	23%	24%	18%

A quartile is one of four equally sized groups when you divide a selection of numbers that are in ascending order into four. The lower quartile is the lowest group. The upper quartile is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **Why do we have a gender pay gap?**

Legally, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

### **Action plan to reduce the gender pay gap**

We recognise we need to continue our efforts to close the gap and have a range of measures in place to support this.

- a. Balanced scorecard
- b. Recruitment
- c. Flexible working
- d. Pay and benefits
- e. People and culture reform