

Goulds (Dorchester) Ltd

Gender Pay Gap  
Report 2017

*March 2018*

# Gender pay gap report findings

The gender pay gap is a measure of the difference in average earnings between men and women, regardless of the nature of their work, across a whole organization.

This is different from an equal pay comparison, which would involve directly comparing two people or groups of people carrying out the same, similar or equivalent work.

Using the calculations as set out in the gender pay gap reporting regulations we have taken pay data from our entire business. The calculations for mean, median pay and quartile pay bands are based on data from April 2017. The bonus calculations are taken for the year that ends April 2017.

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## Our results 2017

Of the 273 people on our payroll in April 2017, 79% of colleagues are female. There are two key issues affecting our gender pay gap. Firstly we have a higher proportion of women in part time roles and secondly there are more men in senior roles.

### MEAN GENDER PAY GAP IN HOURLY PAY 2017

We were required to calculate the average hourly rate for all employees for the pay period including 5<sup>th</sup> April last year. We calculated both mean and median averages.

This results in a mean gender pay gap of 29%.

When colleagues across sales/ catering/ warehouse assistants and supervisors are compared the gap is minus 2%.

If all colleagues except Board members are compared the gender pay gap is reduced to just 2.8%.

This reflects our commitment to ensuring all colleagues receive similar rates for the same/comparative roles irrespective of gender.

Executive Board members also receive the same remuneration irrespective of gender, however the results are impacted by 83% of the Board being male.

### MEDIAN GENDER PAY GAP IN HOURLY RATE

Median gender gap 4.7%

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### MEAN GENDER PAY GAP IN BONUS PAY

We are also required to compare average bonuses received in the year to April 2017 (this includes PRP, bonus and commission).

Proportion of males and females who received a bonus payment in the year.

**Males 46%**

**Females 29%**

Mean gender pay gap in annual bonus pay

**Mean gender pay gap in bonus pay 62%**

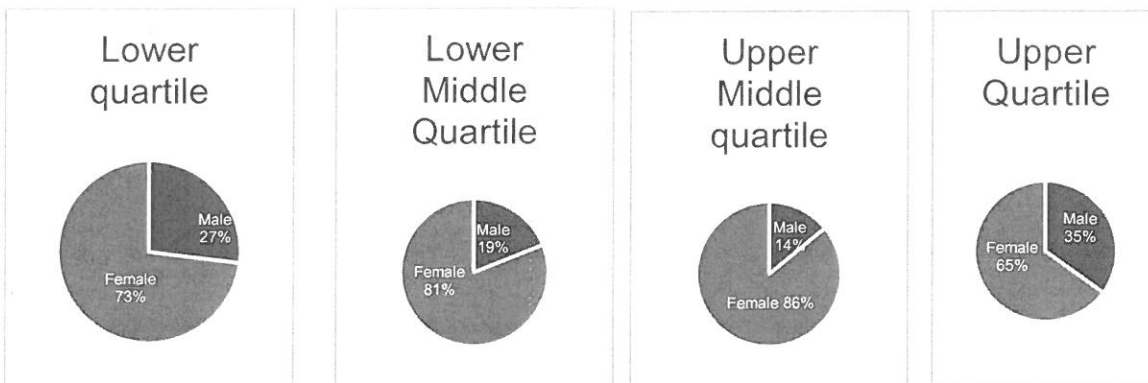
More of our female colleagues are part time compared to male colleagues, this ratio asks us to compare total annual bonus figures irrespective of hours worked, which adversely impacts one gender.

### MEDIAN GENDER PAY GAP IN BONUS PAY

**Median gender pay gap in bonus pay 25%**

### GENDER PAY GAP QUARTILE FIGURES

The proportion of male and female employees according to quartile pay bands



Our quartile figures illustrated that female colleagues are well represented across the company. Beneath the headline figures however there are variations in specific functional areas. Delivery and warehouse is staffed predominantly by males whereas catering is predominantly female.

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As a company we have made a conscious effort to ensure that similar roles are equally paid irrespective of gender. Even though we can be rightly proud of the efforts we have made to encourage all colleagues to maximize their contribution and commitment to the company these figures have illustrated that male colleagues receive a higher average pay rate. This is largely through them being underrepresented at our junior levels and over represented in the most senior or highly paid roles and functions.

Goulds will continue to encourage applications from all genders in all areas of our business and encourage all colleagues to fulfil their potential.

Rebecca Murphy

Director