



Park Cakes Limited

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Gender Pay Gap Report : Park Cakes Ltd

Overview

The time period covered by the report covers the snapshot as at 5th April 2017, and includes both monthly and weekly paid employees that have been ranked and standardised into hourly pay.

Key Metrics

The figures for Park Cakes have been calculated using the measures contained in the Gender Pay Gap Reporting Legislation.

Park Cakes Figures are as follows: -

- A) The difference in Mean Pay of Men and Women expressed as a Percentage : **4.7%**
- B) The difference in Median Pay of Men and Women expressed as a Percentage: **-8.6%**
- C) The difference in Mean Bonus Pay of Men and Women expressed as a Percentage: **-2.4%**
- D) The difference in Median Bonus Pay of Men and Women expressed as a Percentage: **53%**
- E) The proportion of Men and Women receiving bonus pay :
 - Proportion of men receiving a bonus: **1.1%**
 - Proportion of females receiving a bonus: **0.7%**
- F) The proportion of men and women within each of the four quarter pay bands :
 - Of the 258 employees in the lower quartile 151 are males and 107 are females, giving a percentage distribution of **59% male and 41% female**
 - Of the 257 employees in the lower middle quartile 150 are males and 107 are females, giving a percentage distribution of **58% male and 42% female**
 - Of the 257 in the upper middle quartile 157 are males and 100 are females, giving a percentage distribution of **61% male and 39% female**
 - Of the 257 in the upper quartile 168 are males and 69 are females, giving a percentage distribution of **65% male and 35% female**

General Comments

The National Average for Gender Pay between Males and Females is c18%, with the Gender Pay Gap in the private sector being 15.9% (Annual Survey of Hours and Earnings 2017), as such the Park Cakes Gender pay figure of 4.7% shows a significantly lower figure for the gap between female and male earnings, this is driven by a significant proportion of females holding roles at all levels of the business.

The median hourly earnings for Park Cakes is -8.6%, with median pay for females being higher than males.

Relatively few Park Cakes employees received bonus pay for the period under review as such the figures for both males and females are both small at 0.7% for females and 1.1% for males, the mean bonus pay is also small but slightly skewed to females at -2.4%.

The median figure for bonus pay is 53%, this figure is not significant as the data set is small and the minimum and maximum values are too broad for any conclusions to be reflected accurately from the median 53% figure.

Throughout the four quartiles of pay there is a high population of females, even at the upper quartile with the distribution being 35% female.

To provide some means of comparison the typical manufacturing organisation profile nationally is 24% female and 76% male (EEF), whereas Park Cakes profile is substantially higher at 39% female and 61% male.

I confirm on behalf of Park Cakes Limited that the above information is accurate.



Anne Allen
Group Managing Director – Park Cakes Ltd