



## Park Cakes Limited

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### Gender Pay Gap Report: Park Cakes Ltd

March 2019

#### Overview

The time period covered by the report covers a snapshot as at 5<sup>th</sup> April 2018, 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 statutory figures are as follows: -

- A) The difference in Mean Pay of Men and Women expressed as a Percentage: **7%**
- B) The difference in Median Pay of Men and Women expressed as a Percentage: **5.5%**
- C) The difference in Mean Bonus Pay of Men and Women expressed as a Percentage is not applicable as no bonuses were paid.
- D) The difference in Median Bonus Pay of Men and Women expressed as a Percentage is not applicable as no bonuses were paid.
- E) & F) Neither men or woman received bonus pay so there is no proportional split on bonuses that can be reported.
- G) The proportion of men and women within each of the four quarter pay bands is as follows:
  - Of the 263 employees in the lower quartile 128 are males and 135 are females, giving a percentage distribution of **49% male and 51% female**
  - Of the 263 employees in the lower middle quartile 109 are males and 154 are females, giving a percentage distribution of **41% male and 58% female**
  - Of the 262 in the upper middle quartile 77 are males and 185 are females, giving a percentage distribution of **29% male and 71% female**
  - Of the 263 in the upper quartile 97 are males and 166 are females, giving a percentage distribution of **37% male and 63% female**

#### General Comments

The National Average for Gender Pay between Males and Females for the year to April 2018 (Office of National Statistics) was 8.6%, in other words the average female earns 8.6% less than the average man. In comparison the Park Cakes Gender pay figure of 7% is a slightly lower figure, this is probably driven by a significant proportion of females holding roles at all levels of the business. For example,

throughout the four quartiles of pay there is a higher population of females to male at every level, with the upper quartile distribution being 63% female.

When comparing median hourly rates, Park Cakes also does better than its comparator sector. A study of the manufacturing sector (Pinset Masons: Sept 2018) showed female employees within manufacturing tend to earn 90p for every £1 earned by their male counterparts. However in Park Cakes the gap was less with the median being 5.5% in favour of men.

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



**Anne Allen**  
**Group Managing Director – Park Cakes Ltd**