

Gender Pay Gap Report: Park Cakes Ltd

28th March 2022

Overview

The time period by the report covers a snapshot as at 5th April 2021, and includes both monthly and weekly 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 Statutory Figures are as follows:-

- A) The difference in Mean Pay of Men and Women expressed as a percentage is: **2%**
- B) The difference in Median Pay of Men and Women expressed as a percentage is: **1.23%**
- 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 women 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 94 employees in the upper quartile 58 are male and 36 are female, giving a percentage distribution of **62% male and 38% female.**
 - Of the 95 employees in the upper middle quartile 51 are male and 44 are female, giving a percentage distribution of **54% male and 46% female.**
 - Of the 95 employees in the lower middle quartile 45 are male and 50 are female, giving a percentage distribution of **47% male and 53% female.**
 - Of the 94 in the lower quartile 53 are male and 41 are female, giving a percentage distribution of **56% male and 44% female.**

General Comments

The National Average for Gender Pay between males and females for the year to April 2021 was 7.9% (Office of National Statistics) in other words the average female earns 7.9% less than the average man. In comparison, the Park Cakes Gender Pay figure of 2% is a significantly lower figure, this is probably driven by a significant proportion of females holding roles at all levels of the business, including Senior Manager roles.

There is very little difference between median pay between males and females at Park Cakes, i.e a gap of 1.23%.

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

Andy Parsons

Group Managing Director

