

Gender Pay Gap Report: Park Cakes Ltd

April 2023

Overview

The time period covered by the report covers the snapshot as at 5th April 2022, 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 : **7.68%**
- B) The difference in Median Pay of Men and Women expressed as a Percentage: **2.96%**
- C) The difference in Mean Bonus Pay of Men and Women expressed as a Percentage: **0%**
- D) The difference in Median Bonus Pay of Men and Women expressed as a Percentage: **0%**
- E) The proportion of Men and Women receiving bonus pay :
 - Proportion of men receiving a bonus: **0%**
 - Proportion of females receiving a bonus: **0%**
- F) The proportion of men and women within each of the four quarter pay bands :
 - Of the 228 employees in the lower quartile 111 are males and 117 are females, giving a percentage distribution of **49% male and 51% female**
 - Of the 227 employees in the lower middle quartile 142 are males and 85 are females, giving a percentage distribution of **63% male and 37% female**
 - Of the 227 in the upper middle quartile 135 are males and 92 are females, giving a percentage distribution of **59% male and 41% female**
 - Of the 227 in the upper quartile 144 are males and 83 are females, giving a percentage distribution of **63% male and 37% female**

General Comments

The National Average for Gender Pay between Males and Females is 8.3% (HMSO 2022), with North West Gender Pay Gap being 9.2% (HMSO 2022), as such the Park Cakes Gender pay figure of 7.68% 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.

Throughout the four quartiles of pay there is a high population of females, even at the upper quartile with the distribution being 37% 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 42% female and 58% male.

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

A handwritten signature in black ink, appearing to read 'Andy Parsons', written over a horizontal line.

Andy Parsons
Managing Director – Park Cakes Ltd