

Gender Pay Gap Report: Park Cakes Ltd

April 2024

Overview

The time period covered by the report covers the snapshot as at 5th April 2023, 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 : **9.3%**
- B) The difference in Median Pay of Men and Women expressed as a Percentage: **4.2%**
- 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 308 employees in the lower quartile 146 are males and 162 are females, giving a percentage distribution of **47% male and 53% female**
 - Of the 307 employees in the lower middle quartile 173 are males and 134 are females, giving a percentage distribution of **59% male and 41% female**
 - Of the 307 in the upper middle quartile 181 are males and 126 are females, giving a percentage distribution of **59% male and 41% female**
 - Of the 307 in the upper quartile 196 are males and 111 are females, giving a percentage distribution of **64% male and 36% female**

General Comments

The National Average for Gender Pay between Males and Females is 7.7% (HMSO 2023), the Park Cakes Gender pay figure of 9.3% is slightly higher.

Throughout the four quartiles of pay there is a high population of females, even at the upper quartile with the distribution being 36% female.

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


Andy Parsons
Managing Director – Park Cakes Ltd