

Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. At Campden BRI we have chosen to include the whole of the UK Group in our reporting for the year ended 5 April 2017.

Gender pay reporting is different to equal pay. Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the **difference in the average pay between all men and women in a workforce**.

As a business that's been around for almost 100 years and with a 57% female workforce, Campden BRI has long championed women and diversity in the workplace. The release of these figures is part of this journey, and we believe they go beyond fulfilling a regulatory obligation, and are an important step as we all work towards creating gender equality in every aspect of our society.

We are required to publish the six key statistics:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average

	Female	Male	Difference
Mean	£12.60	£16.39	23.1%
Median	£11.47	£14.26	19.5%

Most statistics are currently using the median value and the mean value can be biased by outliers in the results. Campden BRI reported a median gender pay gap of 19.5%, which is slightly off the national average median of 18.4%. Within the first three quartiles of colleagues' pay, which are populated on average by an 64% female workforce, Campden BRI's gender pay gap is around 1% in favour of women. In the highest paid quartile women account for 38% of colleagues at Campden BRI, and it is this higher male representation in more senior roles evidencing the main reason for a gender pay gap in this quartile, which also has an effect on the overall average calculations.

3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

	Female	Male	Difference
% Receiving bonus	8.68	7.98	
Mean			39.8%
Median			32.0%

Bonus include additional remuneration. For the year of reporting, these data relate to long service awards (ranging from £50-£400) and two staff prizes (£100 each). The numbers receiving any such payment were 19 female staff and 13 male staff. On average the bonus payment comprises less than 1 % of the base salary. The % difference looks large but financially low and reflects the differences in length of service

6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

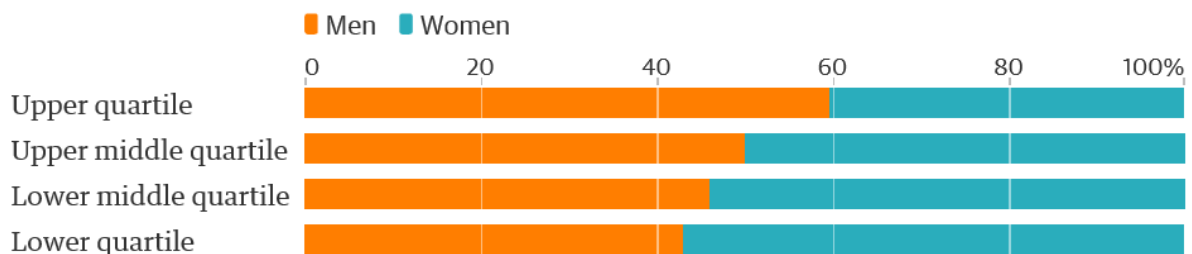


Quartile	Headcount		Headcount %		% of	
Lower	37	59	39%	61%	23%	27%
Lower Middle	28	67	29%	71%	17%	31%
Upper Middle	39	57	41%	59%	24%	26%
Upper	59	36	62%	38%	36%	16%
Total	163	219	43%	57%	100%	100%

The gender pay gap at Campden BRI is a function of the top slice of the upper quartile being heavily male dominated.

The following table (source: ONS) summarises all Gender Pay Gap submissions to end of March 2018:

Most companies have more men in the top pay band



Steven Walker, Chief Executive of Campden BRI, said: “We welcome the introduction of gender pay gap reporting as it’s an opportunity to identify the root causes of any gaps that exist within our business. As the Chief Executive, it’s a guiding principle of my leadership that we all champion equality of opportunity and create an environment where all of our colleagues can thrive and achieve their career aspirations.”

Campden BRI already offers colleagues a variety of flexible working policies to help facilitate their work/life balance. In 2017, 106 colleagues enjoyed non-standard working time arrangements, with 85% of those held by females. The flexible working arrangements afforded to all contribute significantly to the company’s aspiration to be a great place to work . We will set up a Diversity, Ethics, Wellbeing and Inclusion group so that colleagues can review any perceived barriers they may have to their ambitions, as well as to gain new insight for any revisions to policies and procedures . It is acknowledged active steps need to be taken to ensure greater diversity amongst Campden BRI’s senior management. 2017 acts as a baseline against which progress on this front will be measured in future years.