

Gender Pay Report 2023

Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2020, based on data from April 2022. This report provides English Provender Company Limited (EPC) with all the necessary results based on current data.

Details

This report has been prepared in line with the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report reflects data for our Newbury and Newport, including Newport Very Lazy sites combined.

Relevant date: 6th April 2022

Summary of gender pay gap report

The mean gender pay gap for EPC is 6.99%

The median gender pay gap for EPC is 3.64%

The mean gender bonus gap for EPC is 8.41%

The median bonus gender pay gap for EPC is -25.48%

The proportion of male employees in EPC receiving a bonus is 84.34%

The proportion of female employees in EPC receiving a bonus is 82.89%

EPC pay quartiles:

Band	Male	Female	Description
1	62.02%	37.98%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	66.13%	33.87%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	71.76%	28.24%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	66.88%	33.12%	Includes all employees whose standard rate places them above the upper quartile


We believe that EPC has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by EPC and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information).

Causes contributing to the gap

We employ more males than females due to the manufacturing environment in which we work. It is encouraging to see that bonus pay is positive towards females and the gap is much reduced in terms of pay.

Action plan

We are continuing to review our payment structures and will be redesigning a grading system to consolidate training modules into base pay which will help close the gap within the lower quartile salary banding. In addition work is being done at our Newport sites to address a payment system within the lower quartile.


James Logan 31/03/2023.
Managing Director