

Gender Pay Gap Report 2024

Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2020, based on data from April 2023. This report provides English Provender Company Limited (EPC) with all necessary results based on current data.

Details

This report has been prepared in line with the requirements set out by 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: 5th April 2023

Summary of gender pay gap report

The mean gender pay gap for EPC is 5.03%

The median Gender Pay gap for EPC is 3.22%

The mean bonus pay gap for EPC is 11.14%

The median bonus gender pay gap for EPC is 0.00%

The proportion of male employees in EPC receiving a bonus is 75.83%

The proportion of female employees in EPC receiving a bonus is 63.02%

EPC pay quartiles:

Band	Male	Female	Description
1	58%	42%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
2	69%	31%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
3	72%	28%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
4	66%	34%	Includes all employees whose standard hourly 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

As a manufacturing business we find that more males apply for our manual positions working in the factory, this gender bias from applicants contributes to the gender pay gap as this means it is more difficult for us to employ female employees to work in our Band 1 and 2 roles. Although technological advances have made the roles less manual we have still found that the duties that are involved in these roles are less appealing to females.

Action Plan

A pay structure and grading system is now in place for Newport which is aligned with the Newbury pay structure which should impact on closing the gap on the lower quartile. The business is keen to fully implement a flexible manufacturing structure and will encourage all staff to move up the paygrades to support this model. The higher grades do create more physically demanding roles, for which there is a much lower application rate from females, and therefore in addition we will be supporting our female operators in applying for line leader positions.



James Logan
Managing Director