



# Gender pay gap report

## April 2023

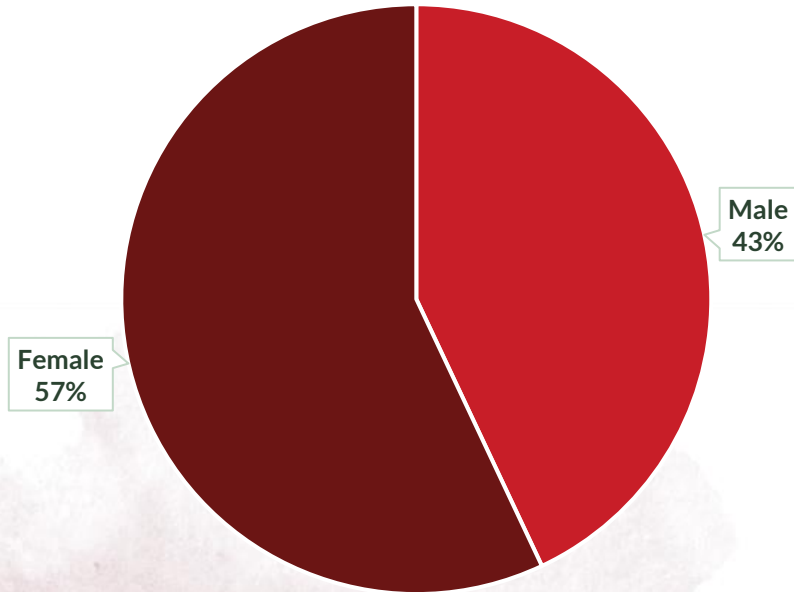
# Introduction

- The Wine Society will always aim to pay men and women the same amount for doing the same work
- We employ more men than women across the organisation (56%/44%) but at the most senior levels we employ marginally more women than men
- As a member-owned Co-operative, our values and principles can be seen in everything we do including how we approach pay
- We don't have performance related pay, instead, we work hard to ensure each role is benchmarked using industry leading pay data
- All employees receive the same % annual pay review increase regardless of gender, age, race or any other variable
- We don't have a standard bonus scheme, but our drivers receive a Safe Driving Bonus which does sit within the definition of a bonus. We also gave a small recruitment referral payment to help with our Christmas recruitment activities in Member Services

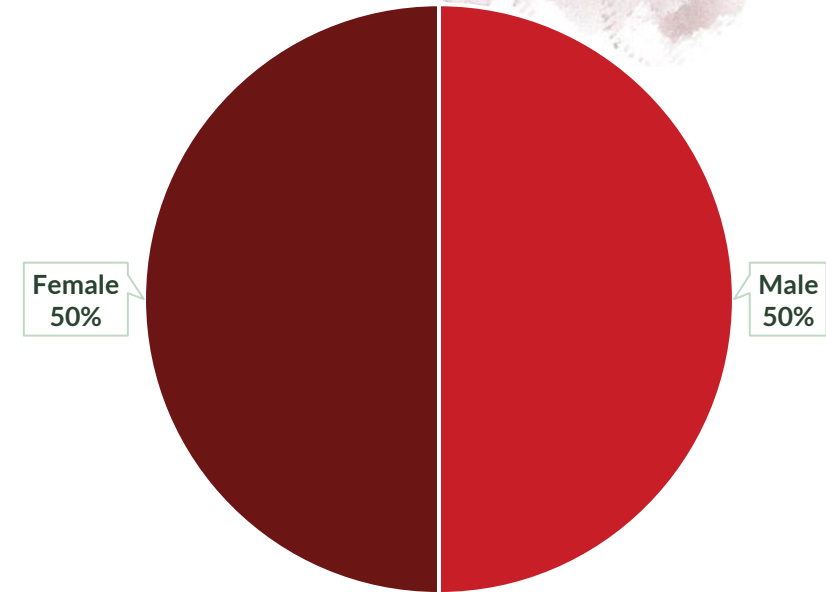
# Leadership teams

Our business is led by a male Chief Executive Officer and, at the time of our snapshot date, 5th April 2023, our Executive Team remain unchanged from the previous year with 57% female and 43% male. Our Senior Leadership team which includes functional heads and specialist roles, also remains unchanged with a 50/50 split.

### Executive Team



### Senior Leadership Team



# Gender pay gap | Summary

- The gender pay gap is defined as the difference in median pay between men and women.
- Our Median Gender Pay Gap is -0.3%, which means that women are paid very slightly more than men. This is significantly better than the Office of National Statistics' latest available figures (April 2022) of 8.3%.
- Our Mean Gender Pay Gap is -3.9% which means that women are paid more than men and is also a slight change on our figure of 0.7% in April 2022.
- The data is based on 239 employees who were paid in April 2023 and whose pay was not reduced due to absence.

Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	-3.9% (men are paid slightly less than women)	-0.3% (men are paid slightly less than women)



# Gender bonus gap | Summary

- The Wine Society does not offer bonus payments as a rule and we have no management or Executive bonuses and we don't operate a performance related pay system
- The definition of a bonus when reporting for Gender Pay is 'profit-sharing, productivity, performance, incentive, commission or long service awards'
- We do however, offer the two types of bonus payment which are included in the above definition:
  - A Recruitment Referral fee to support our Christmas recruitment in Member Services
  - A Safe Driving payment which is industry practice for Drivers in a Distribution role
- The data is based on 261 employees who were still employed as at 5<sup>th</sup> April 2023 and whose details are considered 'relevant'
- The data for the Gender Bonus Gap is based on 16 employees who received a bonus:
  - 3 women (2.6% of 114 women included in this part of the survey)
    - 3 received a Recruitment Referral fee
  - 13 men (8.8% of 147 men included in this part of the survey)
    - 1 received a Recruitment Referral fee
    - 12 received a Safe Driving Payment

Difference between men and women	Mean (average)	Median (middle)
Gender Bonus Gap	55.5% (29.1% in 2022)	67.1% (56.3% in 2022)

When we look at the 'Mean Average', which is the standard 'average' calculation, men are paid 55.5% more bonus pay impacted by the two types of bonus paid.

- The Safe Driving bonus (100% of which went to men) was £294 (mean average) and £380 (median average)
- The Recruitment Referral bonus (25% of which went to men) was a set £125

The Median has also changed to 67.1% (56.3% in 2022) based on the same principles

# Quartiles| split between men and women

Quartile	Men	Women
Upper	58%	42%
Upper Middle	53%	47%
Lower Middle	57%	43%
Lower	55%	45%

- We are also required to report on the percentage of men and women in each hourly pay quartile.
- Pay quartiles are a way of measuring the distribution of pay across different groups of employees
- The data is based on 239 employees who were paid in April 2023 and whose pay was not reduced due to absence;
  - 133 Males (56%)
  - 106 Females (44%)
- You will see that the percentage split in each quartile is close to the business-wide split (above) which is what we would expect to see. We therefore have no concerns about any of the areas being out of line

# Future plans

We have already changed the pay structures within those functions that historically paid bonuses (allowances) and these can be seen in this years' figures.

We continue to work on our Equity, Diversity and Inclusivity (EDI) plans including removing any potential bias in our recruitment process and we continue to apply our principles of recruiting and developing employees based on talent and not gender whilst considering equality of pay in all that we do.

## Written Statement

I can confirm that the information published in both this document and on the Government's Gender Pay Gap Service is accurate as of the snapshot date of 5<sup>th</sup> April 2023.

**Maggie O'Connor**

Head of Human Resources

The Wine Society