



Gender Pay Gap Report

April 2022

Introduction

- The Wine Society pays 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 a slight reduction since last year due to new hires and promotions.
- 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 bonus scheme but some of our roles, at the point of this report, have bonus payments (allowances) paid as part of their pay structure

Our Leadership Teams

Our business is led by a male Chief Executive Officer and, at the time of our snapshot date, 5th April 2022, 57% of our Executive Team were female (60% in 2021) and 50% of our Senior Leadership Team were female (70% in 2021). Whilst we are extremely proud of our record of providing women with opportunities to progress into senior leadership roles we will continue to build our best talent regardless of gender.

Executive Team



57%



43%

Senior Leadership Team



50%



50%

Gender Pay Gap - summary

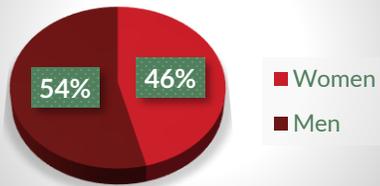
- Our Mean Gender Pay Gap is 0.7% in favour of males which is an improvement on an already good figure of 4.1% in April 2021
- Our Median Gender Pay Gap is -1.9% in favour of females, which is an improvement on our April 2021 figure of 2.4% in April 2021. This is also significantly better than the 14.9% reported by the Office of National Statistics for 2022.
- For information, the data is based on 231 employees who were paid in April 2022 and whose pay was not reduced due to absence

Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	0.7% (men are paid slightly more than women)	-1.9% (men are paid slightly less than women)

Gender Pay Gap - explained

We do acknowledge the data shows a small gap in our pay between genders but we are comfortable that the following two pages explain why:

Upper Quartile



Upper Quartile – The senior management teams are more evenly split with the arrival of our new Director of Sustainability, Dom De Ville but still have a slight female majority. A restructure of our Warehouse and IT management teams has led to a slight change in percentages in this group.

Upper Middle Quartile



Upper Middle Quartile – A restructure in the warehouse saw the creation of new Warehouse Admin and Truck Driver (Level 2) roles – the majority of whom are male but we do have a good 50/50 split in this quartile

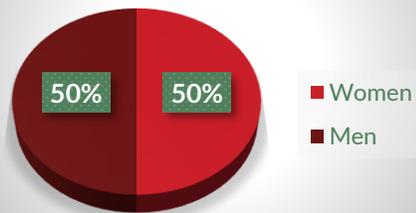
Gender Pay Gap - explained

Lower Middle Quartile



Lower Middle Quartile – Restructures in our Warehouse and Contact centre saw some new roles fall into this category. A restructure in the Contact Centre saw the creation of a variety of new roles including Senior Advisers and Wine Specialist, with 66% of these roles being held by men. The restructure of the warehouse also saw new Truck Driver (Level 1) roles being created, all of which are held by men.

Lower Quartile



Lower Middle Quartile – a good 50/50 split in this quartile reflecting a number of varied roles within the business, ranging from Administrative roles, Warehouse Assistants and Member Service Advisers

Gender Bonus Gap

- It's important to clarify that bonus payments are linked to the role and not an individual's performance. We also have no management or Executive bonuses
- The data is based on 257 employees who were still employed as at 5th April 2022
- The data for the Gender Bonus Gap is based on 72 employees who received a bonus
 - 20 of these were women (17.5% of women in the business)
 - 6 of whom worked in the warehouse and received a 'Quality' bonus
 - 14 in the offices who received an 'Incentive Payment'
 - 52 men (36.4% of men in the business)
 - 44 of whom worked in the Warehouse or Distribution and received a 'Quality' bonus
 - 8 in the offices who received an 'Incentive Payment'
- At the time of this report, 70% of employees receiving a 'bonus' worked in the two big Warehouse and Distribution departments where the 'quality' allowance, was part of their contracted pay. The majority of employees in these areas are male.

Gender Bonus Gap

	Mean (average)	Median (middle)
Gender Bonus Gap	29.1%	56.3%

- **When we look at the ‘Mean Average’, which is the standard ‘average’ calculation, men are paid 29.1% more bonus pay (a reduction from the 44.9% in 2021) reflecting the difference between the type, and therefore amount, of bonus paid in the male dominated areas.**
 - The Warehouse Quality payment was typically approximately £750
 - The Driver Bonus payment was, on average, £330
 - The Member Services incentive payment was, on average, £250
 - This is also impacted by the reduction in the numbers included in these calculations, from 106 employees in 2021 to 72 employees in 2022. This can be explained by a change in warehouse contract for approximately 20 new warehouse employees which didn’t include the bonus payment and fewer employees receiving the Member Services incentive payment.
- **The Median has also reduced to 56.3% (64.1% in 2021) improved slightly because of slight change to the way we offered incentives to the Contact Centre Teams this year.**

Our Future Plans

The impact of the changes to pay structures within those functions that historically paid bonuses (allowances) will be seen in our next Gender Pay Report.

2023 also sees more activity in our Equality, Diversity and Inclusivity (EDI) project and our Pay & Benefits review where we will review our approach to pay and benefits at The Society ensuring we consider pay equality 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 5th April 2022.

Maggie O'Connor – Head of Human Resources at The Wine Society