

Gender Pay Gap Report 2021/22



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WINE
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Introduction

- The Wine Society pays men and women the same amount for doing the same work
 - We employ more women than men across the organisation (66%) and at the most senior levels we employ 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 bonus scheme but some of our roles have bonus payments (allowances) paid as part of their pay structure
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Our Leadership Teams

- Our business is led by a male Chief Executive Officer and, at the time of our snapshot date, 5th April 2021, 60% of our Executive Team were female and 70% of our Senior Leadership Team were female. 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.

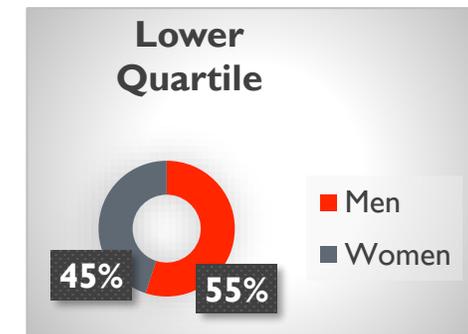
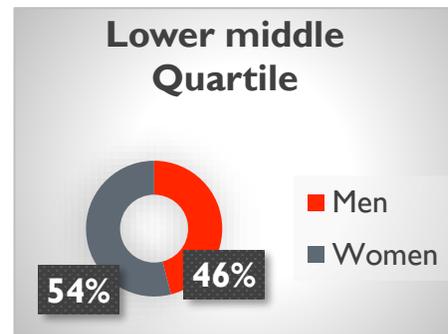
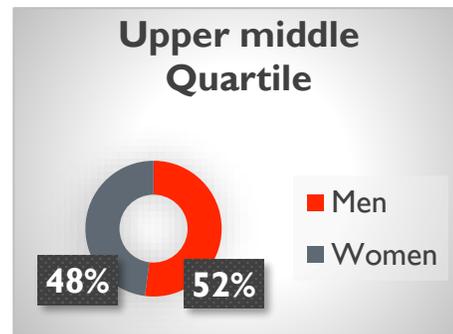
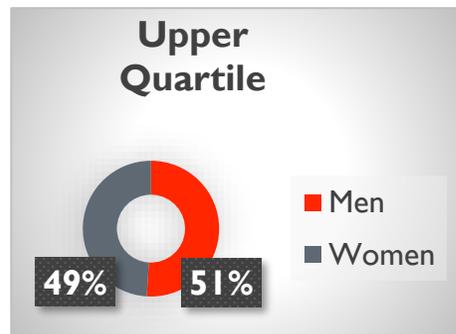


Gender Pay Gap

Our Mean Gender Pay Gap is 4.1% in favour of males and our Median Gender Pay Gap is 2.4% which is significantly lower than the 15.4% reported by the Office of National Statistics for 2021.

Difference between men and women	Mean (average)	Median (middle)
Gender Pay Gap	4.1%	2.4%

Proportion of men and women employees in each quartile



Gender Pay Gap

We do acknowledge that there is a gender pay gap and believe the following reasons explain why:

- We have a good split between genders in the 'upper pay quartile' and 'upper middle pay quartile'. Many of these roles are within the IT, Buying, Marketing and Finance teams which are fairly evenly split between men and women.
 - In the 'lower middle pay quartile' we find roles within our Contact Centres, Retail and some of our more specialist Warehouse Roles. There is a higher proportion of women in the Contact Centre roles which will explain why there is a higher proportion of women in this section. Since our snapshot date of 5th April 2021, we have reviewed our Contact Centre structure and contracts and benchmarked these roles with many employees receiving a salary increase. Because many of these employees are women, we expect this to positively impact the Gender Pay Gap next year.
 - Roles in the 'lower middle pay quartile' include more junior roles in the Contact Centre as well as Warehouse Assistant roles. There are a higher proportion of men in these Warehouse roles which would explain why there are a higher proportion of men in this quartile.
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Gender Bonus Gap

- Bonus payments are linked to the role and not an individual's performance
- There are no management or Executive bonuses
- The data for the Gender Bonus Gap is based on 106 employees who received a bonus
- The Gender Bonus Gap shows that 45.6% of men and only 29.5% of women have been paid a bonus.
- At the time of this report, many of those who received a bonus worked in the two big Warehouse and Distribution departments where allowance (bonus) payments form part of their contracted pay. The majority of employees in this area are male.
- Most of the women who received a bonus payment work in our Contact Centre team where we offered a small and temporary incentive bonus to better support our Members during the Pandemic. These payments provide an explanation as to why only 29.5% of women received a bonus and, because they were much smaller, why the Gender Bonus Gap is so wide.



Difference between men and women	Mean (average)	Median (middle)
Gender Bonus Gap	44.9%	64.1%

Our Future Plans

We have already taken action to ensure the roles in our largest functions have been reviewed. This included a review of pay to ensure it reflects the local market rates. However, we will continue to review all relevant policies that might impact pay between men and women and are about to embark on an exciting Diversity, Equity and Inclusion project.

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 2021.

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

