

# The Wine Society

Gender pay gap report – April 2024



# Introduction



- As a member-owned Co-operative, our values and principles can be seen in everything we do including how we approach pay:
  - We apply our pay policy to all employees regardless of gender
  - 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 (details of this on page 4)
  - We don't have performance related pay, instead, we work hard to ensure each role is benchmarked using industry leading pay data
- This approach can be seen in our Gender Pay data over the past 4 years of reporting where you can see that our statistics are closer to zero than the UK and Retail averages:

**Median pay gap:** The median gender pay gap is the difference between the midpoints of hourly pay of all men and women

**Mean pay gap:** The mean gender pay gap is the difference in average hourly pay between men and women

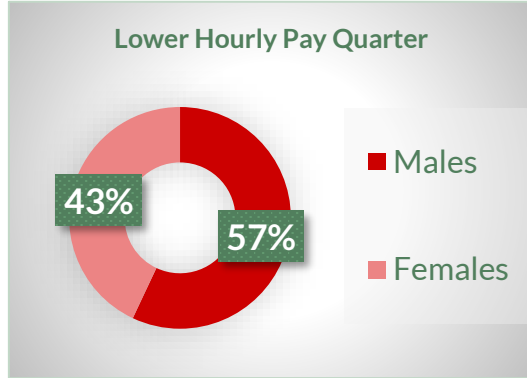
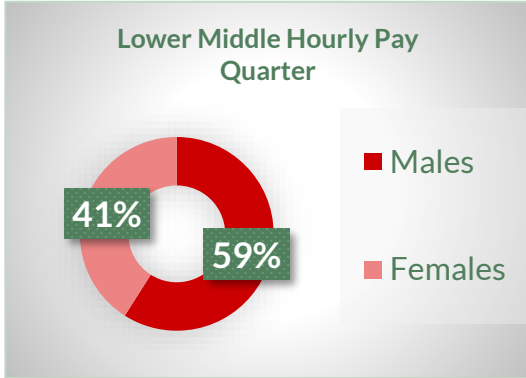
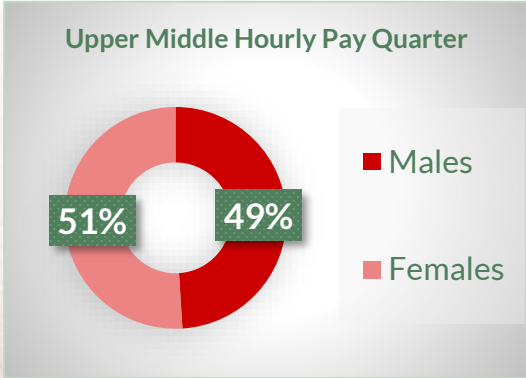
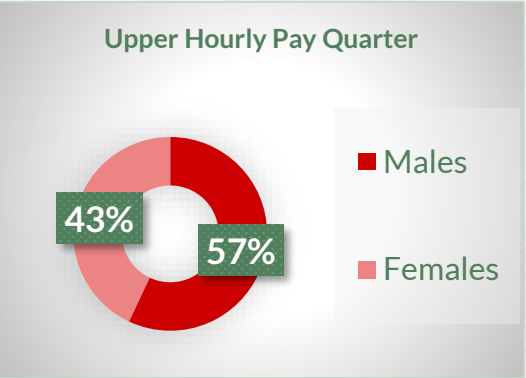
	2021	2022	2023	2024	Latest UK Average (2023)	Latest Retail Average (2023)
Median	2.4	-1.9	-0.3	-3.1	14.3	7.3
Mean	4.1	0.7	-3.9	-1.8	13.2	13.5

# Gender Split by Level and Pay Quartiles by Gender

Level	Females %	Males %
Executive Team (6)	50% (2023: 57%)	50% (2023: 43%)
Senior Leadership Team (11)	55% (2023: 50%)	45% (2023: 50%)
All employees* (244)	44% (2023: 44%)	56% (2023: 56%)

This chart shows that the gender split is fairly even across all levels of the business with the higher levels of men driven by our more operational areas such as distribution and the warehouse

We are also required to report on the percentage of males and females in each hourly pay quarter. You can see that this is reflective of the 'All employees' split shown above and there are no anomalies that cause concern



3 \* 244 "Full Pay Relevant Employees" (those who were paid in Apr 24 and whose pay was not reduced due to absence)

# Gender Bonus Gap

The Wine Society does not offer bonus payments as a rule, 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, and commission' and we do offer two types of bonus payments included in the above definition:

1. A *Safe Driving* payment which is a structural bonus scheme and industry practice for people who drive commercial vehicles. As we currently don't have any female drivers this means that this bonus is only paid to males, and it therefore considerably distorts our Gender Bonus Gap. The Mean (average) payment for this bonus was £282 and the Median average was £287
2. We occasionally pay a *Recruitment Referral* fee which is available to all employees. The payment is £150 which makes both the mean and median payment the same at £150. During the reporting period we had one referral from a female and one from a male

## Diagram 1

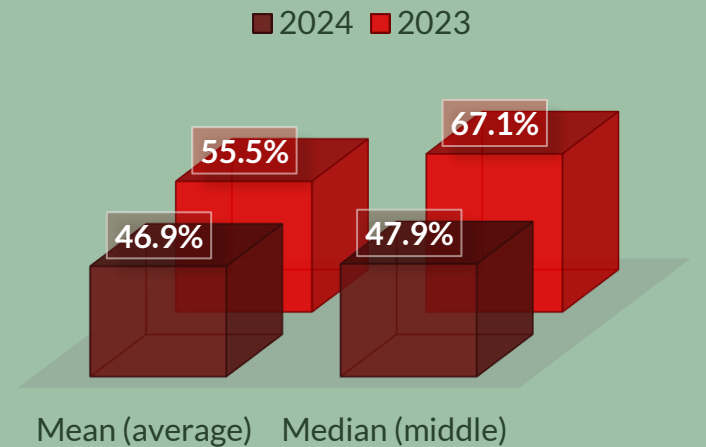
- This data shows the percentage of males and females who received bonus pay
- The data shows that 16.1% of males received a bonus payment (24 out of a possible 149 males included in the data\*). All but one of these payments were made to our delivery drivers as a *Safe Driving Bonus*. The percentage has increased as we have more drivers in 2024 than in 2023
- The data shows that 0.8% of females received a bonus payment (1 out of 118 females included in the data\*). This payment was for the *Recruitment Referral*

## Diagram 2

- This data shows the Gender Bonus Gap - the difference between what males and females receive
- The Mean (average), demonstrates that men are paid 46.9% more bonus pay. This is because the bonus **type** these males receive, the *Safe Driving* payment, is larger than the *Recruitment Referral* which was given to one female
- The Median gender pay gap is 47.9% for the same reason
- The 2023 data showed a similar set of figures

1. Percentage of males and females receiving bonus pay	2023	2024
Males	8.8%	16.1%
Females	2.6%	0.8%

## 2. GENDER BONUS GAP - DIFFERENCE BETWEEN MALES AND FEMALES



# SUMMARY

We are committed to a diverse and inclusive Wine Society, where everyone feels a sense of belonging and has an equal chance to reach their potential. 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 2024.

*Maggie O'Connor*

Head of Human Resources

The Wine Society