

Dovecote Park Gender Pay Gap Report 2018



Foreword

Established in Yorkshire in 1997, Dovecote Park are proud to supply the very finest British beef, veal and venison to Waitrose supermarkets nationwide. We are one of the only privately owned meat processors in the country, and have grown from a small, family run business employing 34 staff to becoming the sole supplier of beef to over 330 Waitrose stores, employing over 700 people. We procure cattle from a carefully selected group of farms who meet our strict standards of animal welfare and husbandry. Our facilities in Yorkshire and Lincolnshire combine state of the art technology with traditional butchery techniques to ensure all our product is processed and packaged to the highest standard. We also do a great deal of work developing new products for the supermarket shelf and trading on the international market.

The under-representation of females in both the butchery and agricultural sectors is well documented and Dovecote Park recognises the importance of achieving a more balanced gender representation within its workforce and takes pride in challenging these norms and providing opportunities to women at our sites.

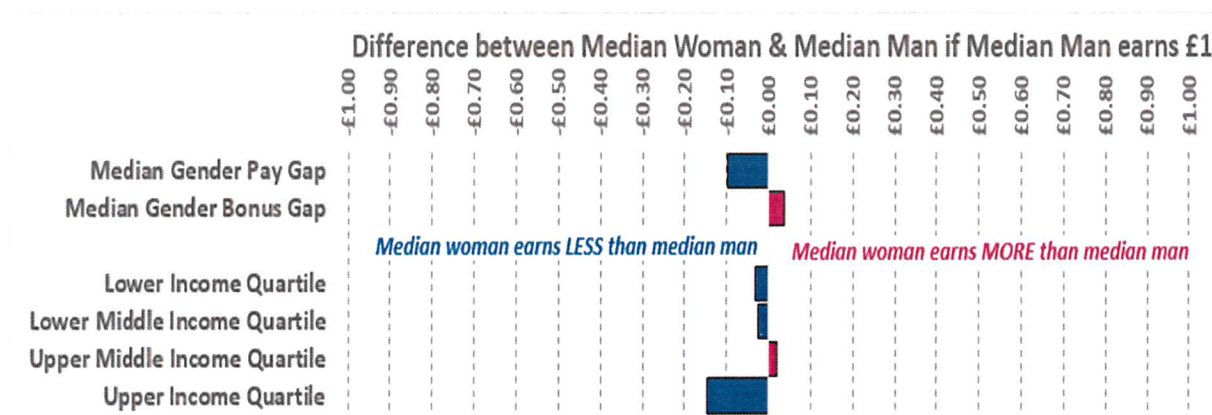
Our butchery Apprenticeship scheme - launched in 2015 and recognised as a Centrica Top 100 Apprentice employer in 2018 - has seen a number of female apprentices benefit from our specialised training facilities, and from the decades of experience held by our senior Boning Hall staff.

We take pride in having a workplace, which celebrates diversity. Our aim is that our people will be truly representative of all sections of society and rewarded based on their skills, ability and the requirements of their role.

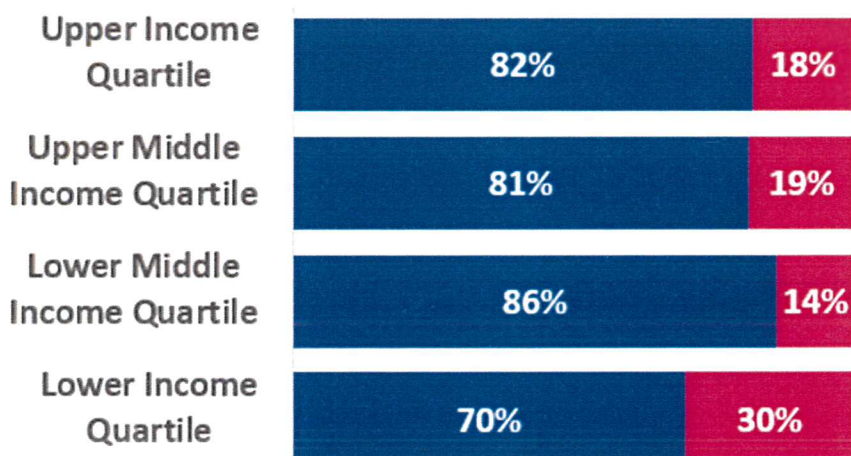
The Gender Pay Gap - Statistics

National statistics show that generally men are paid more than women are. The guidelines as to how that pay gap is calculated is set out by the government who wanted every business to measure pay on 5 April 2017 (and at the same date every year after). The statistics below reflect our pay at 05 April 2017 and at the same date in 2018.

	2017	2018
Median Pay Gap	8.7%	10.0%
Mean Pay Gap	7.7%	6.0%
Median Bonus Gap	-11.0%	-4.0%
Mean Bonus Gap	0.0%	-22.0%
Bonus - Women	56.0%	61.0%
Bonus - Men	64.0%	73.0%



■ 20% of employees are women



Here are some of the reasons we believe that there continues to be a difference in pay;

- We operate within a business, which is largely represented by men. Women represent only 20% of the total workforce.
- Although we are striving to address the imbalance, there are still fewer women than men qualified with the skills needed for butchery roles.
- We continue to have areas of the business that are 100% male, example Abattoirs, Re-Hanging, Night Hygiene and Engineering, although we are addressing this with a more balanced recruiting policy.
- There are more men than women in senior and leadership roles meaning they are generally paid a higher average salary, but the number of women in supervisory roles has increased, which has impacted the bonus gap percentage from -11% to -22%
- Women are over-represented in non-management roles. That means that we have more women in support roles than in more senior roles (and support roles tend to be paid less).
- We have two bonus schemes. One is based on attendance levels throughout the year. Analysis has proven that women take less sickness absence than men do in this organisation. The second bonus is for management and office staff and is a proportion of their salary this means that our bonus payments currently reflect a pay gap of -22%.

Achieving gender pay balance

It is not possible to provide an overnight solution but we are fully committed to leading this change and still have a long term strategy with a target of 5% by April 2020.

Listed below are some of the initiatives that we have continued from 2017 to help us achieve this target.

- We are continuing to promote an environment where senior individuals can work flexible hours and honour flexible working arrangements, where possible, for individuals who join us.
- Continue to encourage women into the industry by working with local schools and talking to students about our sector, its benefits and the skills required to get involved.
- We will introduce a graded pay system, and ensure that all jobs are job evaluated and those appointments and salaries are paid in accordance with the grading system.

We confirm that the information reported is accurate and in accordance with the UK Governments Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we look forward to reporting our progress on the above initiatives in April 2019.

A handwritten signature in dark ink, appearing to read 'AM', with a horizontal line extending to the right from the top of the signature.

Andrew McAllister
Managing Director