

Dovecote Park - Gender Pay Gap Report 2021/22



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 among 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 800 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.

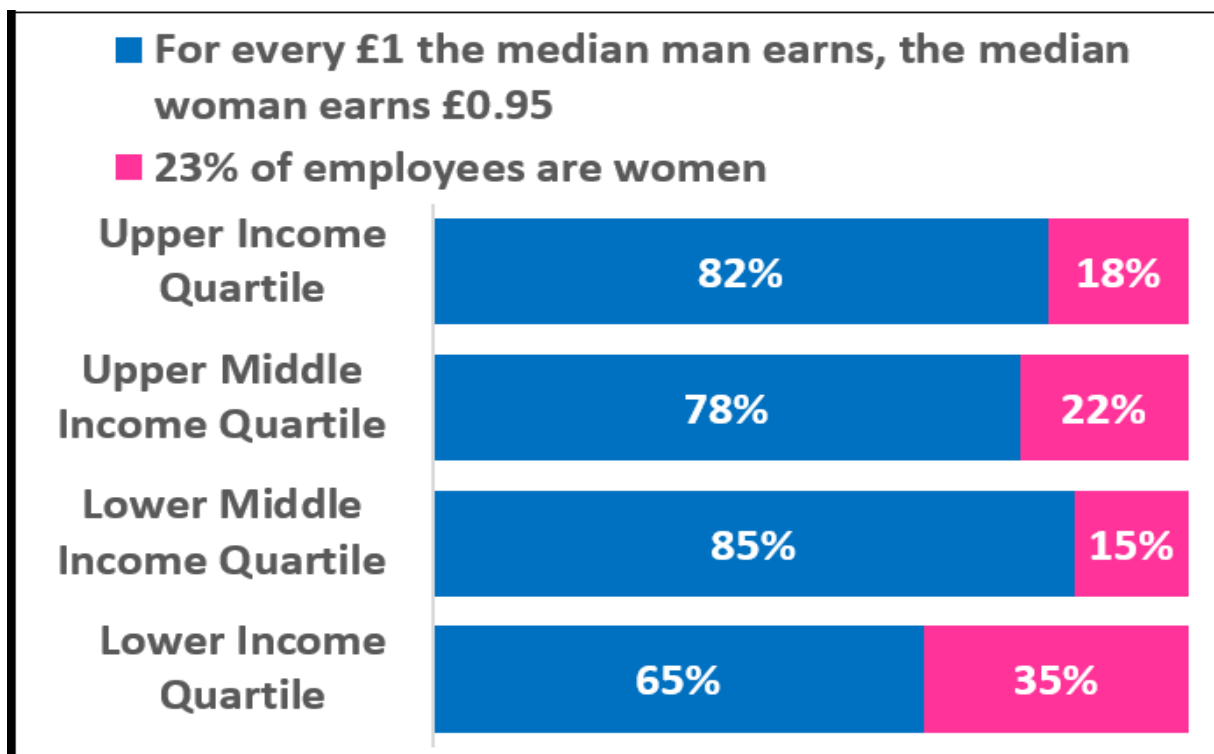
We take pride in having a workplace, which celebrates diversity. Our aim is that our people will be truly representative of all sections of society and rewarded based on their skills, ability and the requirements of their role.

The Gender Pay Gap

Companies with more than 250 employees are required by the Government to publish any pay difference experienced by men and women, referred to as the 'gender pay gap'.

The statistics below reflect our pay snapshot at April 2021:

	Data to Report	
Mean Pay Gap	5%	
Median Pay Gap	5%	
Mean Bonus Gap	-6%	
Median Bonus Gap	-4%	
%Men receiving Bonus	55%	
%Women receing Bonus	66%	
	Male	Female
Lower Income Quartile	65%	35%
Lower Middle Income Quartile	85%	15%
Upper Middle Income Quartile	78%	22%
Upper Income Quartile	82%	18%



Why might pay be different depending on whether you are male or female?

Here are some of the reasons we believe there is a difference in pay:

- We have areas of the business that we receive predominately male applications for i.e., Abattoirs, Re-Hanging, Night Hygiene and Engineering. Although we have recently recruited two female abattoir operatives and will look to increase this in all areas.
- There are more men than women in senior and leadership roles meaning they are generally paid a higher average salary.

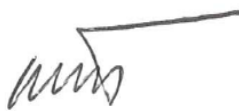
- At present, there are fewer women than men qualified with the skills needed for butchery roles, although this is being addressed by recruiting and training more female butchers, which we are currently doing through our butchery apprenticeship scheme.
- Women are over-represented in non-management roles. That means that we have more women in support roles than in more senior roles (and support roles tend to be paid less).
- We operate within a business, which is largely represented by men. Women represent only 23% of the total workforce.
- We have two bonus schemes. One is based on attendance levels throughout the year. Analysis of our sickness data reinforces the statistic and shows that our female workforce has had less sick leave than their male colleagues.

Achieving gender pay balance

We acknowledge that there is a pay imbalance within our sector and we are committed to continuing to take a proactive approach to address it. However, we also understand that these changes will not be easier, but our improvement in recent years, despite Covid-19 distractions, has seen us reach our target of 6%

- To encourage women into the industry we will continue to collaborate with local schools and talk to students about our sector, its benefits and the skills required to get involved.
- We will continue to review our 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 Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we look forward to reporting further progress on the above initiatives.



Andrew McAllister
Managing Director