

Dovecote Park - Gender Pay Gap Report - April 2026



Foreword

Dovecote Park are proud to supply the very finest British beef, veal and venison to Waitrose supermarkets nationwide. We also have strong business relationships with Aldi, GBK and Burger King.

Established in Yorkshire in 1997, 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 1000 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 our products are processed and packaged to the highest standard.

This report outlines the organisation's gender pay gap metrics based on the snapshot date of April 2025.

Understanding the Gender Pay Gap

The gender pay gap is measured using both mean and median calculations to provide a comprehensive overview of pay differences.

The mean gender pay gap reflects the difference in average hourly earnings between men and women and is influenced by the distribution of higher earners within the organisation.

The median gender pay gap represents the difference between the middle-paid man and the middle-paid woman when all employees are ranked by hourly pay. This measure provides a clearer view of the typical employee experience, as it is less affected by extreme values.

Together, these measures indicate that while the overall average pay gap is 10%, the typical gap experienced by employees is lower at 7%, suggesting that pay differences are influenced by workforce distribution across different roles and levels.

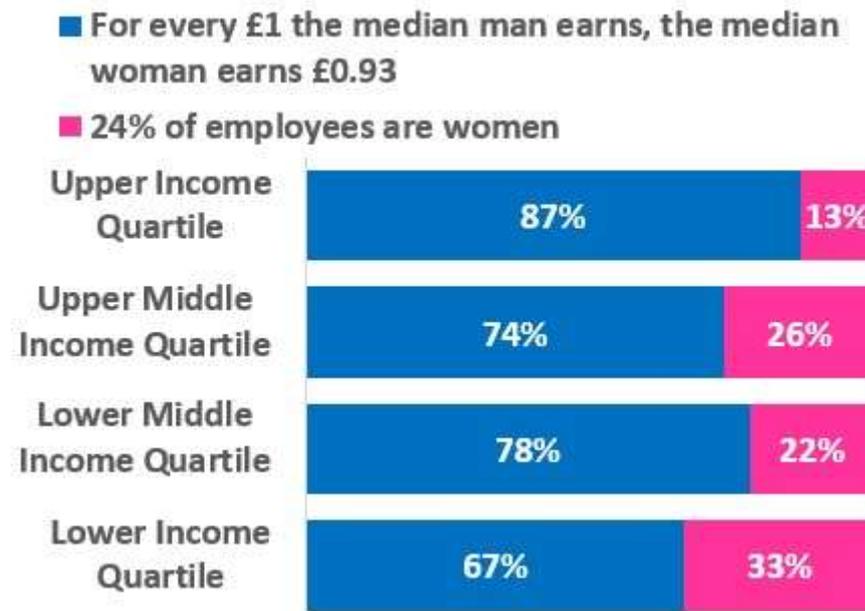
Key Metrics

- Mean Pay Gap: 10%
- Median Pay Gap: 7%
- Mean Bonus Gap: 0%
- Median Bonus Gap: 0%
- Men Receiving Bonus: 50%
- Women Receiving Bonus: 54%

Mean Pay Gap	10%
Median Pay Gap	7%
Mean Bonus Gap	0%
Median Bonus Gap	0%
%Men receiving Bonus	50%
%Women receing Bonus	54%

Pay Quartile Distribution

- Lower Quartile: 67% men, 33% women
- Lower Middle Quartile: 78% men, 22% women
- Upper Middle Quartile: 74% men, 26% women
- Upper Quartile: 87% men, 13% women



Narrative Explanation

The gender pay gap within the organisation is primarily driven by the distribution of men and women across pay quartiles.

Women are underrepresented in higher-paying roles, particularly within the upper quartile where they account for 13% of employees. This underrepresentation contributes significantly to the overall gender pay gap.

Encouragingly, there is no gender bonus gap, indicating that men and women receive comparable bonus payments when eligible. Additionally, a slightly higher proportion of women receive bonuses compared to men, reflecting fairness in bonus participation.

Why Pay Differences May Exist

We are committed to fostering a workplace that celebrates diversity and inclusion. Our aim is for our workforce to be representative of all sections of society, with employees rewarded fairly based on their skills, experience, and role requirements.

We recognise that several factors contribute to the current gender pay gap:

- There are currently fewer women than men in specialist butchery roles, which typically attract higher pay. We are actively addressing this through targeted recruitment, training, and development initiatives, including our butchery training scheme.
- Women are overrepresented in non-management and support roles, which are generally lower paid than senior or leadership positions.
- The sector in which we operate has historically been male dominated. Women currently represent 24% of the total workforce. Increasing female representation and improving retention remain key priorities.

Achieving Gender Pay Balance

We acknowledge that a gender pay gap exists within our organisation and the wider sector, and we are committed to taking proactive steps to address this.

Our ongoing actions include:

- Continuing to promote career development opportunities for women, particularly into senior and higher-paying roles
- Strengthening inclusive recruitment practices to attract more women into the industry
- Partnering with local schools and communities to raise awareness of career opportunities within the sector
- Supporting training and development programmes, including pathways into skilled roles such as butchery
- Regularly reviewing pay structures to ensure roles are fairly evaluated and remunerated based on responsibilities and not gender

While progress has been made, particularly in achieving parity in bonus payments, we recognise that further work is required to improve gender balance across all levels of the organisation.

Declaration

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 further progress on the above initiatives.


Andrew McAllister
Managing Director