



RAMSIDE ESTATES



**GENDER PAY GAP  
REPORT 2017**

## Introduction

Ramside Estates Limited is committed to encouraging equality and diversity among our workforce, and eliminating discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each person to be truly valued and feel respected regardless of gender.

We recognise that gender in itself is not as simple as referring to men and women, however these results are in line with the related legislative requirements.

Here is our Gender Pay Gap Report 2017 and the actions we are taking in our commitment to support women within our Company.

## What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women. These figures represent the gap across the whole of Ramside Estates Ltd, regardless of role. This is different from 'Equal Pay' which is the difference in pay between men and women who carry out the same or similar jobs.

If all our employees were lined up in a male line and a female line in order of lowest hourly rate of pay to highest, the **Median Gender Pay Gap** compares the hourly rate of the male in the middle of their line with the pay of the middle female.

The other measure is **Mean Gender Pay Gap**, which shows the difference in the average hourly rate of pay between men and women.

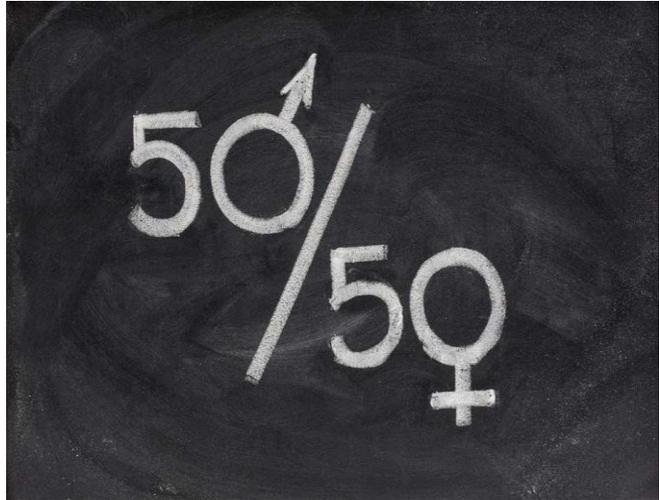
# Our Results

## Pay Hourly Rate

We are extremely proud to say our Median Gender Pay Gap

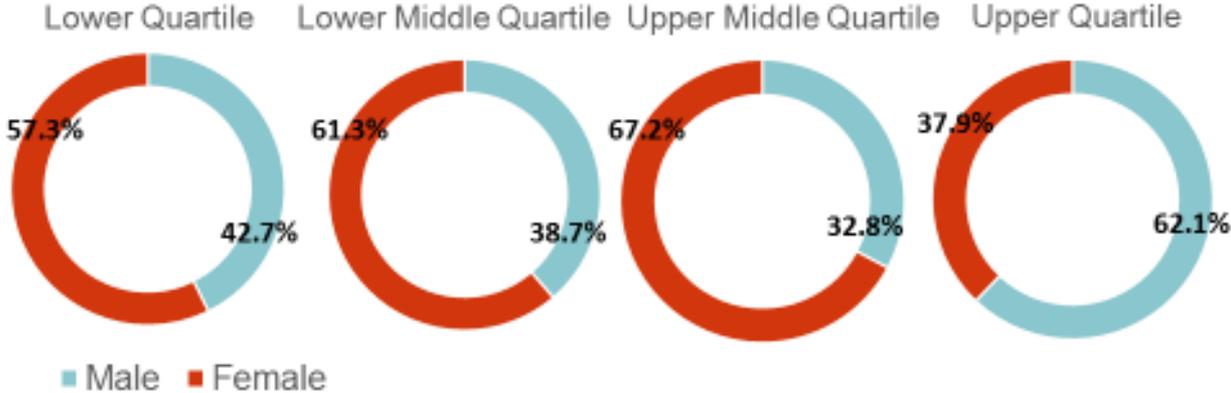
is **0%**

Difference Between Men and Women	Median (middle)	Mean (average)	National UK
Gender Pay Gap	0%	11%	18.4% Median 17.4% Mean



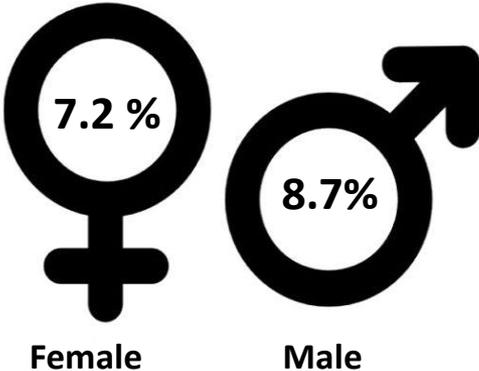
## Pay Quartiles

Proportion of males and females in each pay quartile



## Bonus Payment

Proportion of males and females receiving a bonus



## Bonus Gap

Difference Between Men and Women	Median (middle)	Mean (average)
Gender Bonus Gap	93%	77%

# Our Aim

## **To create a culture of gender parity that recognises the value of every employee in developing our business**

Across approximately 500 employees, the gender balance of our workforce is reasonably evenly balanced at 57% men and 43% women.

Analysis of the employee population reveals a difference in the proportion of men and women in different functional areas of the business. The largest impact on the gender bonus gap and mean pay gap is reflective of men populating the significant amount of customer facing management and chef positions.

We are committed to:

- Review all recruitment and succession planning practices to ensure we are attracting, developing and retaining a diverse talent pool
- Better understand the difference in hours worked by men and women within the business and the flexible working opportunities that exist in all roles
- Look at the opportunities to be rewarded by bonus in all roles and create a fair and transparent bonus structure that rewards performance excellence across the business
- Provide education and training for all employees on the value of equality and diversity within the workplace
- 2017 figures suggest 1 in 4 chefs in the UK are now female; we aim to work with colleges to attract more females into our kitchens