

Cotteswold Dairy

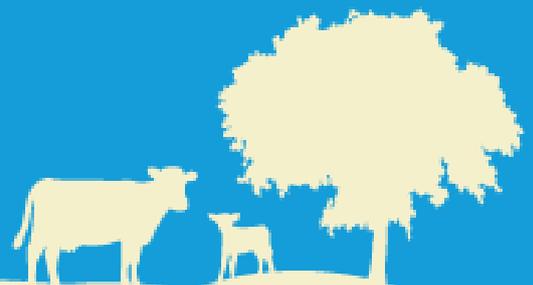


Gender Pay Gap Report 2018

Cotteswold Dairy Ltd

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Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with more than 250 employees to collect and analyse their pay data as of the 5th of April 2018 and publish it within 12 months of this date.

Introduction

Cotteswold Dairy was established over 80 years ago and has always promoted equality, diversity and inclusivity with these qualities being at the forefront of our success.

We believe that having great employees is critical to achieving our business goals of delivering a high quality product with great customer service. Our vision is to have a well-managed business, with controlled profitable growth, that has an excellent reputation and is recognised as a place of opportunity where people are motivated to work.

We have a proven track record of recognising talent and providing people with career development opportunities for all employees to reach their potential. We encourage their personal development through company funded training and education across all areas of the business, irrespective of gender.

We are proud to have such a positive Gender Pay Gap Report and will continue to strive towards gender equality through fairness, equal opportunity and fulfilling careers throughout Cotteswold Dairy.

Sincerely,

George Workman

George Workman
Managing Director
Cotteswold Dairy Ltd.



Definitions

Mean Value

The mean value is calculated by adding up the relevant pay for all our employees and dividing that number by the total number of employees.

Median Value

The median value involves listing all employees in order of their pay, and the median is the middle pay rate on that list.

Gender Pay Gap

The gender pay gap looks at the difference in average pay between all men and women working in an organisation. The data used to calculate this is taken from across all pay levels and roles.



Our Gender Pay Gap Statistics.

The data published within this report is as at 5th April 2018.

The following information has been reported;

- The mean and median gender pay gap
- The mean and median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile pay band

Our gender pay data is based on calculations for our workforce as a whole. For the purpose of the gender pay calculations, Cotteswold Dairy Ltd's workforce was 319 with a gender profile which is 18% female and 82% male.



The mean and median gender pay gap is based on an hourly rate of pay calculated in accordance with the regulations*.



Mean	Median
-4%	3.5%

This is the second time Cotteswold Dairy have published gender pay gap data, and compared to 2017 we have seen an improvement in the mean gender pay gap from 3.4% to -4% i.e. women are paid on average more than men. This is significantly lower than the current published national average of 8.6% (annual survey of hours and earnings (ASHE), Office for National Statistics 25 October 2018)

50% of the senior leadership team are female. We will continue to apply fair practices to give equal opportunity to men and women to become successful in our leadership positions.

*Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Bonus Gender Pay Gap

Mean	Median
83.8%	82.8%

- Proportion of men receiving a bonus is 91%
- Proportion of women receiving a bonus is 89%

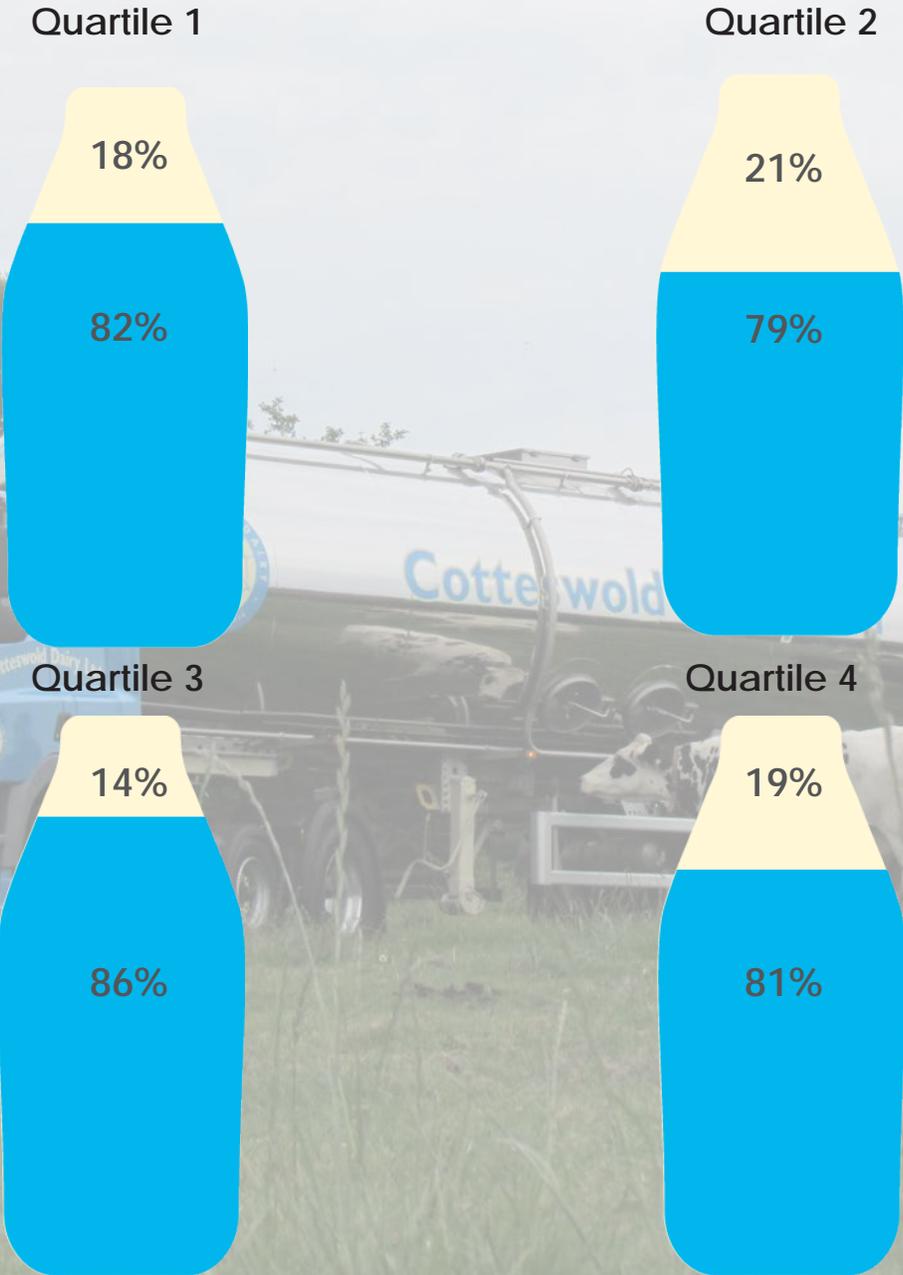
The mean gender pay gap is 83.8% and the median is 82.8% because the bonuses paid include performance related elements for roles typically done by men, such as drivers receiving a delivery and drivers bonus.

The proportion of male and females receiving a bonus is consistent.



Pay Band Quartiles

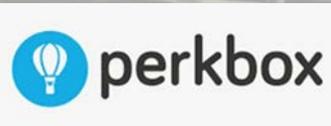
Here we show the proportion of men and women in each quartile pay band:



What We Offer

On joining the Cotteswold family, employees gain access to our benefits package which includes:

- Discounted products at the employee shop
- Cycle to Work Scheme
- Access to online benefits platforms, such as Perkbox and AonPlus where you can receive great discount in a range of shops and facilities: airport parking, cinema tickets, coffee, clothes and flights to name a few, in addition to access to personal advice services
- Free carparking facilities on site
- A tuck shop, the proceeds of which go to charity
- Access to a Pension Scheme (4% contribution)
- 30 days holiday per year (including bank holidays)
- Refer a friend scheme – employees can potentially receive £250!
- Opportunities to develop within roles and grow within the company.



Our Action Plan

We will:

- Take steps to ensure that our recruitment and selection processes are without bias. This includes gender neutral language in our job descriptions, using positive action statements in our job adverts and placing our adverts in a diverse range of communication channels.
- Continue to monitor salaries to ensure fairness and consistency and challenge inappropriate decisions.
- Continue to work on developing our competency framework which will provide structure and transparency in understanding the skills required for roles.
- Continue to update related HR policies in line with legislation and promote increased awareness amongst the leadership team.
- Continue to work towards having a succession plan for every business critical role, drawing on internal and external resources.
- Continue to develop policies to retain high potential employees and those with specialist skills.
- Continue to develop our employees through the use of personal development plans.
- Work with Managers to ensure they are up skilled and continuously developed in recruitment practices (including writing job descriptions and person specifications as well as interviewing skills best practice).

