

Gender Pay Gap Report 2018



Gender Pay Gap

Beckett's Foods Ltd supplies bacon and gammon to the UK foodservice & retail markets.

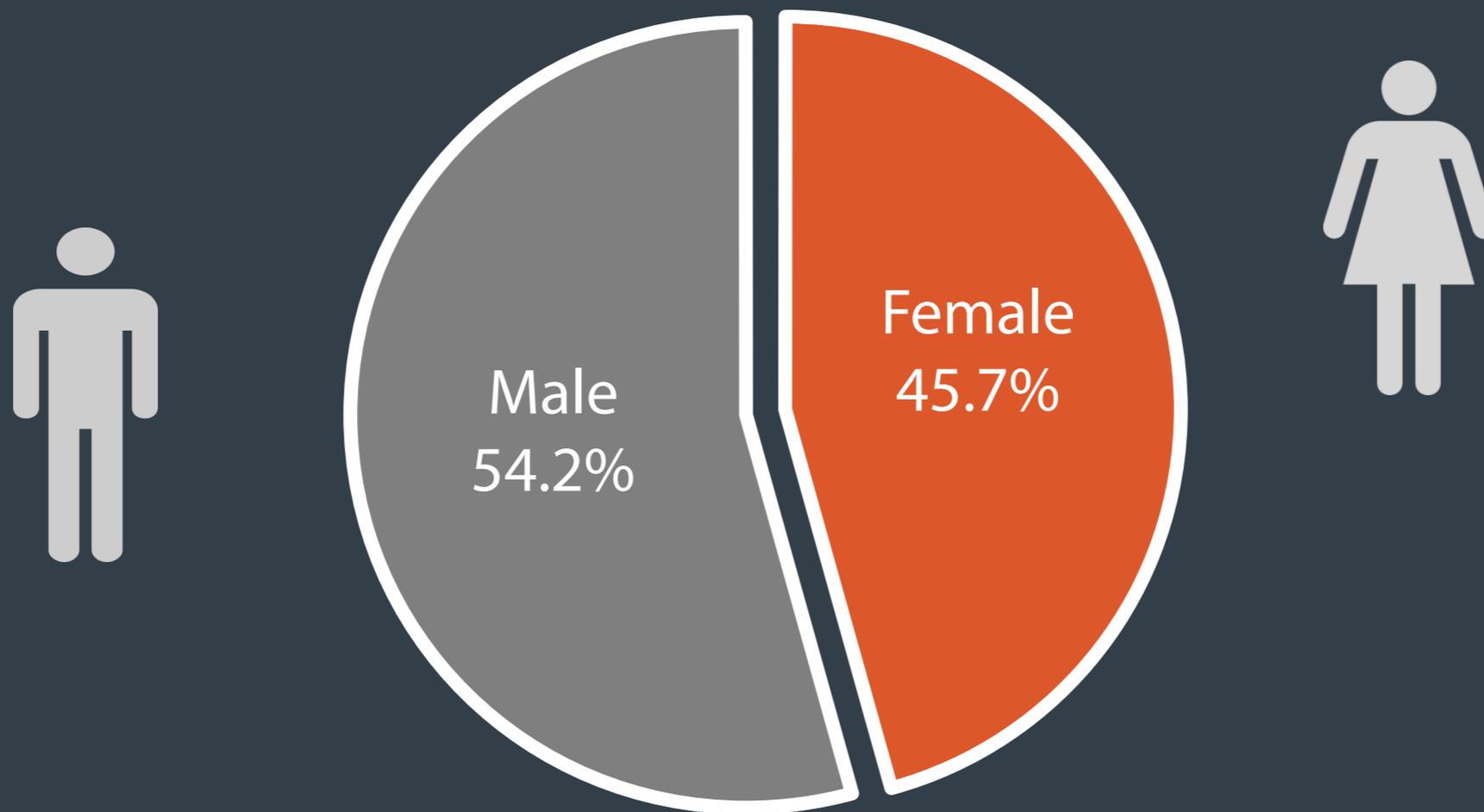
We employ over 350 staff over two factories, and are committed to promoting equality for all. We have a diverse workforce which is vital to our success.

All UK businesses with over 250 employees are now required, by law, to share details of their Gender Pay Gap.

It's important to know that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job receive equal pay.

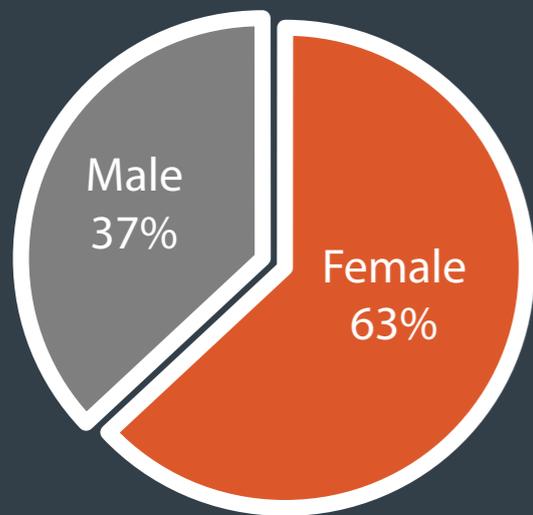
Our Findings

At the snapshot date (1/4/18), we had 356 staff, based over two factories.

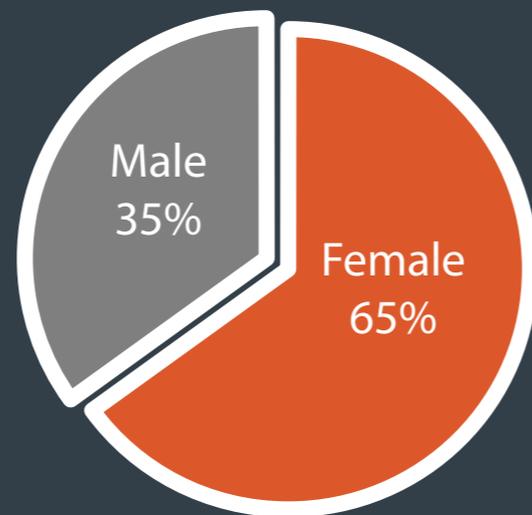


Pay Quartiles

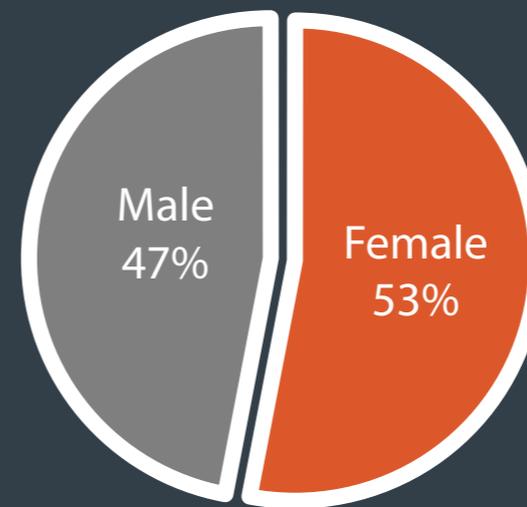
We still have more males than females in the Upper Quartile but we are constantly looking to recruit a balanced workforce where possible.



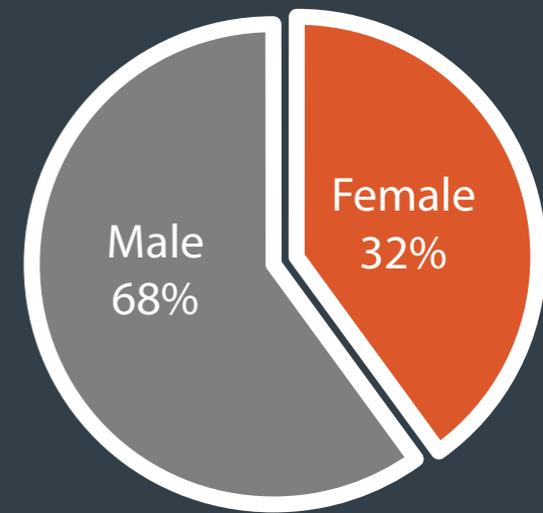
Lowest Quartile



Lower Middle Quartile



Upper Middle Quartile

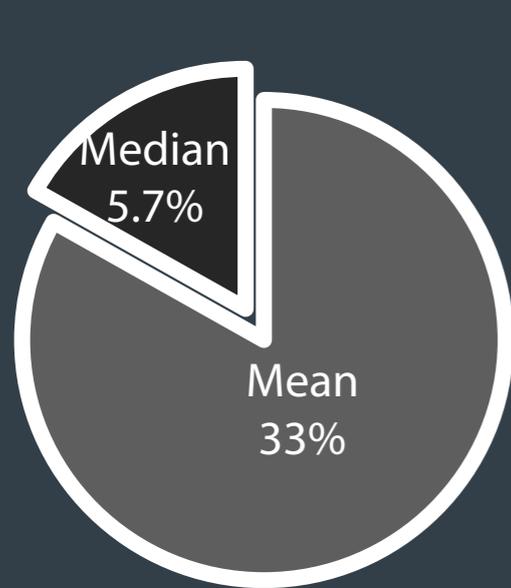


Upper Quartile

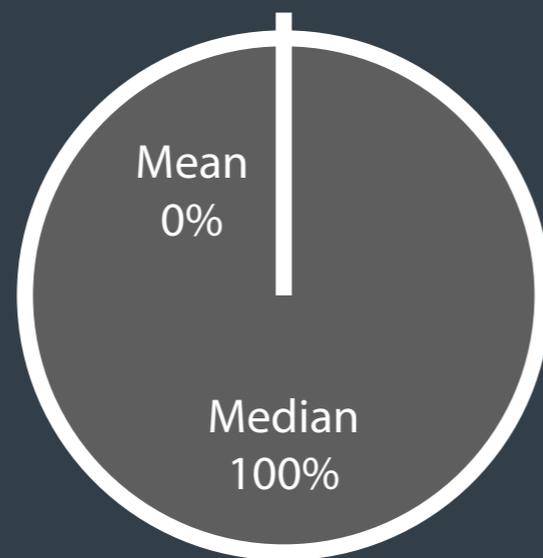
These graphs show the workforce divided into four equal-sized groups based on hourly pay rates. The lowest quartile is the lowest paid 25% of employees and the upper quartile is the highest paid 25%.

Pay & Bonus Gap

We are pleased to report that we were successful in recruiting more females into our workforce, resulting in a reduction of the median pay gap by approx. 1% in 2018 compared to 2017.



Hourly Pay Gap



Bonus Pay Gap

Proportion of men & women receiving a bonus payment



0 men received a bonus
0%



0 women received a bonus
0%

This is the difference between the average hourly pay & bonus pay by gender. It is reported as a mean average and a median (mid-point) figure.

A Gender Pay Gap exists in most UK organisations.

Next Steps

The Gender Pay Gap figures have highlighted that we have fewer women in senior positions.

We will continue to work on our successes of 2018.