

the *total* feed business



ForFarmers Gender Pay Report 2018



What is the Gender Pay Gap?

Understanding the Gender Pay Gap

The **Gender Pay Gap** is the difference in pay between male and female employees which is explained through various statistics. The gap that is identified as part of these statistics is influenced by a number of factors such as the demographic of our workforce.

Pay Gap v's Equal Pay

The gender pay gap analysis is different to equal pay legislation. *Equal pay* focusses upon the amount an employee is paid in their position and specifies that a male and female should be paid the same for doing the same role. The *gender pay gap* is more likely to occur due to structural issues within a business i.e. where males and females are found within an organisation and what salaries those positions attract.

What we have to report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish gender pay gap information based on a snapshot date. In April 2019 we will be reporting statistics based on data as at 5th April 2018.



The Calculations

The Mean – this is the difference in the average salaries of men and women within the business.

The Median – the middle point of a population when the values are arranged in order from highest to lowest.

A negative number indicates that women earn higher than men in that area.



The Result

To identify and highlight specific areas for improvement is integral in building a balanced workforce.

Our ambition is to continue to grow and allow our employees to thrive in a genuinely diverse and sustainable business.



Looking at ForFarmers total UK workforce, our Gender Pay Gap Report shows these results:

Mean Gender Pay Gap

21.9%

ForFarmers

17.4%

All industries

This metric shows the percentage gap in the average in salaries of all male and female employees. This means that the mean pay for men is 21.9% higher than females in our company. Many organisations do have a gap; ForFarmers is slightly above the average.

Percentage of Employees Receiving a Bonus



The Mean Gender Bonus Gap is typically higher than the Gender Pay Gap because the bonus payments tend to increase with seniority; the gap is apparent as currently males are generally dominating these roles.

Mean Bonus Gap

41%

ForFarmers

71%

All industries

The median shows the middle point of a population. This is more representative than the mean as it is not typically affected by a handful of higher or lower salaries. ForFarmers shows an 18.3% gap on this metric, which is almost equal to the national statistics. In monetary values this difference is £2.74 gap for ForFarmers and £2.52 for all industries.

Median Gender Pay Gap

18.3%

ForFarmers

18.4%

All industries

The Median Gender Bonus Gap for ForFarmers is a negative figure as the exact middle point of bonuses received is considerably higher for females. This is due to the fact that a large percentage of the workforce receiving a bonus are in roles currently dominated by males and the range of bonuses received is wider than the range of bonuses that the female population received in this snapshot.

Median Bonus Gap

44.1%

ForFarmers

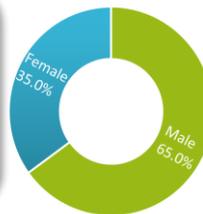
All industries

-192%

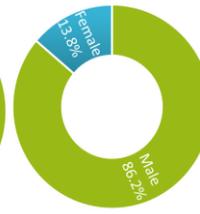
Therefore the middle point in both data sources is significantly different.

This metric is most likely, out of all the metrics, to identify the underlying issues that cause the pay gaps in ForFarmers. This metric divides the total ForFarmers workforce into 4 equally sized groups based on hourly pay rate. The Lower quartile includes the lowest paid 25% of the workforce; the Upper quartile contains the highest 25% of the workforce and so on. To achieve close to a 0% gender pay gap there would need to be a 50:50 split of male to females in each quartile.

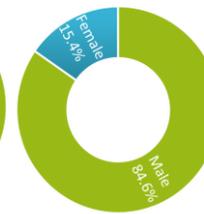
Lower Quartile



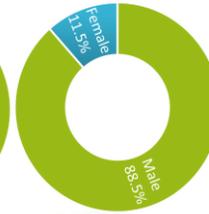
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



*Industry comparisons have been obtained from National Statistics (ASHE 2017)

What do we plan to do?

What we are already doing:

Recruitment: Where there may be areas of the business which have historically been male dominated, we are introducing methods to improve a balance and recruiting females into more senior positions.

Continuous Training : For all employees we offer company specific academies in addition to other training opportunities. Our Learning and Development Portal is now in use to ensure easy access to all courses the company can offer.

Our Culture: We are committed to building a culture where all employees feel included and we are doing this by involving and communicating with our employees through regular roadshows and other routes of communication.

How are we going to improve?

Promote Apprenticeships to encourage new talent into the industry.

Succession planning is always vital in promoting equal opportunities and progressing to a more inclusive workforce.

Continuous improvement of recruitment processes to create a more diverse workforce.

Declaration

We confirm that the information reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report covers employees at all levels of the ForFarmers UK business.

Nicole Thompson
Interim UK HR Business Partner

“We are proud of the efforts we have made over the past year in working towards creating a more diverse workforce with opportunities for all. We as a business have made significant positive steps towards improving the culture and providing equal opportunities at all levels and we will continue to drive initiatives that improve this further.

We are committed to driving positive change within ForFarmers.”



Steven Read
Chief Operating Officer

