

Gender Pay Gap Report 2019

Alan Bartlett and Sons (Chatteris) Limited

Alan Bartlett and Sons Limited operates within the fresh produce sector, predominately growing and packing carrots and parsnips. As an employer of 250 or more employees we are required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to report our Gender Pay Gap on an annual basis.

Our Results

On **5 April 2019** we had **280 employees**; **74% male** and **26% female**. Our results have been produced using the methodology set out in the Gender Pay Gap legislation. Employees at Alan Bartlett do not receive bonuses therefore this section is omitted.



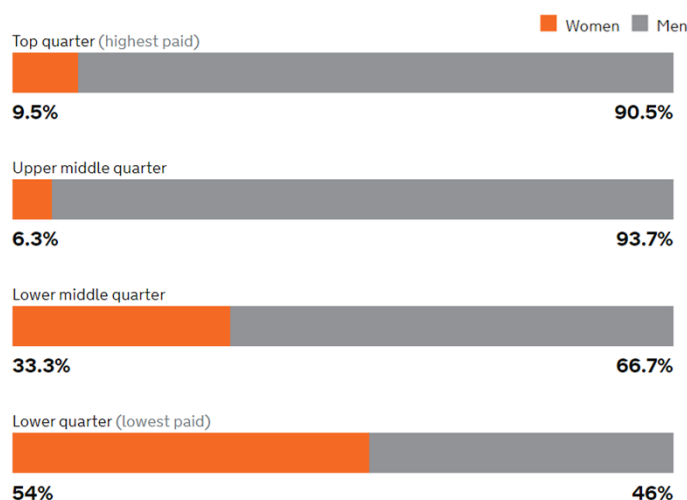
Alan Bartlett's Gender Pay Gap

In this organisation, **women earn 88p** for every **£1** that men earn when comparing median hourly wages. The median hourly wage is **12.3% lower** than men's.

When comparing mean hourly wages, women's mean hourly wage is **30.8% lower** than men's.

Proportion of women in each pay quarter

In this organisation, women occupy **9.5%** of the highest paid jobs and **54.0%** of the lowest paid jobs.



Commentary

The UK average Gender Pay Gap is currently **17.3%**.

- All employees are paid the same for equivalent roles regardless of gender.
- The majority of our female employees are employed within our pack-house. The mean gender pay gap for this population is **6.3%** which is significantly lower than the UK average.
- Currently all our senior management roles are occupied by men. We are fortunate that we have a dedicated senior team who have long tenures; on average 23 years.
- The majority of the farm and engineering employees, whose roles attract a premium rate, are currently male.
- In order to attract and retain a diverse workforce new job opportunities are opened to all, and candidates are appointed on the basis of merit. We continue to evolve our working arrangements and shift patterns to promote equality of opportunity for all staff.

I confirm the reported data is accurate.

Toby Bartlett, Director, 25th February 2020

