



Gender pay gap report for 2021/2022

This report sets out the gender pay gap statistics for Geary's Bakeries Ltd in relation to the reporting year of 2021/2022.

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Geary's Bakeries Ltd, is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Organisational context

Geary's are an entrepreneurial private bakery business based in Leicestershire supplying major retailers and foodservice customers. We have sales of £46m and aspire to be the UK's first choice for affordable high quality artisan bread at scale - unbeatable for Quality, Service, Innovation and Value-for-Money.

We have a proud and successful heritage stretching back 100 plus years, but we have a modern outlook and big ambitions. Geary's is ran by Josh Wesson (Managing Director) with the assistance of Jason Geary who is the 4th generation master baker in the Geary family. In 2019 we received significant investment from the Unsworth Family to accelerate our ambitious growth plans.

We believe that great bread takes time and care. We specialise in sourdough-based propositions and long-fermentation where the time and care make all the difference to



the taste. We have a passion to create great quality bread by integrating the best of traditional bakery skills and modern manufacturing methods.

Our commitment to equality and diversity

Geary's Bakeries is committed to encouraging equality, diversion and inclusion among our workforce, ensuring that it is truly representative of all sections of society. The Company is committed against unlawful discrimination and will take all appropriate action to ensure it is eliminated. Our pay decisions are purely based on performance and market rate.

Gender pay gap

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 2.6% (rounded to one decimal place). We consider a contributory cause for this gap is due to a higher proportion of males in senior roles within the business.

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -8.9% (rounded to one decimal place).

Gender bonus gap

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is 40.9% (rounded to one decimal place). We consider the main reasons or contributory causes for this gap to be due to business and individual performance bonuses of a small population which are predominately male.

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is 0% (rounded to one decimal place)

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Male employees: 14.5%

Female employees: 19.0%



Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	62	89	58	84	56	81	59	86
Female	8	11	11	16	13	19	10	14

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

Manufacturing has historically been a predominantly male led industry, however, Geary's Bakeries Ltd, is making positive choices to ensure equality across the business and to encourage more female employees at all levels.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed: 

Name: Robert Burrell

Job title: Finance Director

Date of statement: 4th April 2023

Contact

Please direct any queries relating to this gender pay gap report to Nia Johnson, HR Manager by contacting them on 0116 4780066.