



NORTHUMBRIAN
FINE FOODS

Passion for biscuits.
Pioneers in Free-From.

GENDER PAY GAP REPORT 2023



BISCUIT
INTERNATIONAL



NFF NORTHUMBRIAN
FINE FOODS

Gender Pay Gap Report 2023

INTRODUCTION

Northumbrian Fine Foods (NFF) are proud to employ an average of 260 people across 2021 to 2022.

Our people baked over 200 different products for our retailer brands, with our expertise in the free from category. We have one bakery based in Gateshead, Tyne and Wear.

The majority of our people (70%) work in the operational bakery area, which includes our specialist hygiene team.

The operational team are supported by back office functions such as HR & HSE, Technical, Finance, Commercial, Warehousing, NPD, Supply Chain and Engineering.

We have a very diverse workforce, and we believe that an organisation with a diverse workforce brings many benefits, and we actively encourage diversity through all our business activities.

This is our first Gender Pay Report and it will provide us with a platform for reviewing, improving and identifying opportunities for our people.



However, we recognise that gender pay gap and equal pay are different matters. Gender pay is the difference in average pay between men and women in the organisation, which is different to equal pay.

Equal pay is a legal requirement to pay men and women the same amount for equal or similar work.

Our gender pay gap is 15.1% which is similar to the ONS 2021 reported National average mean of 15.4% and serves as a good starting point for us to be able to reduce this in the coming years.

We have recently introduced new policies and procedures that support diversity and inclusion, yet we recognise diversity is a very complex and broad matter and we will include gender equality in our wider people strategy.

We are fully committed to become an employer of choice and doing the right thing for our people or those considering us as an employer is very important to us.

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UNDERSTANDING THE CALCULATIONS



The gender pay gap shows the difference between the average earnings of men and women.

Currently the UK national average informs us that on the whole women earn 15% less than men.

This is reflected in two ways, as a mean and median. The difference in earnings between men and women is shown as a percentage of men's earnings.

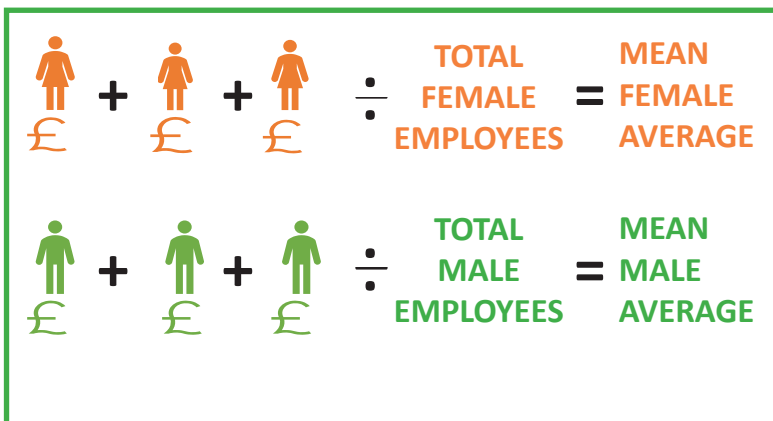




This report shows the following calculations:

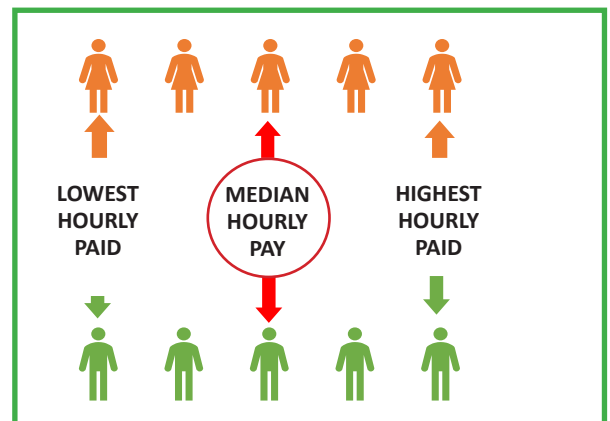
- Mean Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Males Receiving a Bonus Payment
- Proportion of Females Receiving a Bonus Payment
- Proportion of Males & Females in each Quartile Pay Band

How we calculate mean difference:



Difference = Mean Hourly Pay Gap

How we calculate median difference:



Difference = Median Hourly Pay Gap

How we calculate pay quartiles:

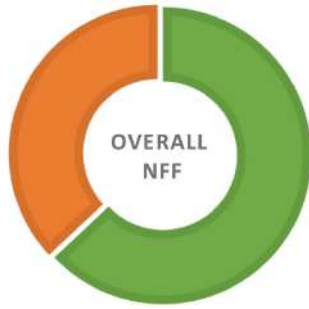
Rates of pay are placed on to a list in order of value. The list is then divided into four equal sections, these are known as quartiles. Each quartile shows a percentage of how many men and women are within each quartile.



Male
63%



Female
37%



The mean hourly gap at Northumbrian Fine Foods is 15.1%. This is similar to the overall UK pay gap which is 15.4% as reported by the Office for National Statistics.



Male
67%



Female
33%



The mean hourly pay gap is a result of a higher proportion of men in senior roles across the company and men are more likely to hold more senior roles, and this results in a gender pay gap.

We are pleased to report that the Median hourly pay gap is 2.3% which shows there is less disparity in pay across the majority of our people.



Male
65%



Female
35%



We do not have any issue with equal pay and our pay structure supports equal pay practices. We ensure that pay awards are regularly reviewed to remove any gender bias.

We continue to monitor our policies and comply with all government legislation.



Male
74%



Female
26%



There are areas of the business that are heavily unrepresented by women, which is represented in overall gender split ratio of men to women at 63:37.

In the engineering team we have fewer than 5% women engineers. We understand that this is representative of the challenges faced in this industry, and especially in manufacturing.



Male
52.5%



Female
47.5%



We would like to take active measures to improve the balance of male to female employees in this area, however we appreciate this is a challenge.

Women in engineering has improved in the market since 2010 rising from around 10% to 16.5%, yet there is still a long way to go to readdress the imbalance in this specialism.

UK Overall Pay Gap 15.4% (ONS 2021)

Gender Pay Gap Report 2023

Over the last year a change in the senior leadership team has led to the appointment of 2 women, which has helped to address the gender imbalance at this level of management.

We were pleased to be able to pay a management bonus last year, although this was reduced due to various internal and external challenges.

We have more males than females that receive a bonus, this will impact the overall figures, and more men in the more senior roles. This will show that more men than women receive a bonus.

Women are under represented on our night shifts, where we have a ratio of male to female of 2:1. As night shift workers are paid a premium this will also impact on the overall results.

We would like to understand why we have more men working on our night shift, and look for initiatives that may make this shift more attractive to women.

Here at NFF we are committed to looking at new initiatives that will remove barriers for women and men to enable them to work in our business, and we will take positive steps to understand how we can implement more attractive options to all.

15.1%

MEAN HOURLY PAY GAP

2.3%

MEDIAN HOURLY PAY GAP

33.6%

MEAN BONUS PAY GAP

11%

MEDIAN BONUS PAY GAP

6%

MEN RECEIVING BONUS

0.4%

WOMEN RECEIVING BONUS

Gender Pay Gap Report 2023



**“We want to build an
inclusive, diverse workplace
for the future”**



Closing the Gender Pay Gap at Northumbrian Fine Foods

We will take a pragmatic and holistic approach to understanding the causes of our gender pay gap. As we do this we will continue to have a focus on all aspects of diversity and inclusion, with gender taking a front seat.

We have identified 4 critical areas to focus our commitment:

1. Gender Balance in Leadership role by 2026

As a Senior Leadership Team we are fully committed to improving female representation across our management level workforce.

We aspire towards a better gender balance by 2026, although our recruitment practices ensure we recruit the best person for the job based on skills and experience.

We recognise that this will be difficult to achieve, and will take significant commitment in this area.

2. Diversity Training

Understanding the issue around diversity and the role we all play in challenging this is vitally important.

We will be focusing on creating a high level of awareness for all of our people around gender issues, which includes diversity, inclusion and equality in general terms.

Understanding the gender challenges is the first step in being able to change mindsets about gender and focus on making positive changes.

3. Inclusive diverse workplace

We are focused on creating a workplace that supports all employees, and have in the last 12 months introduced new hybrid and flexible working practices that provide flexibility to balance home and work commitments.

We understand the importance of our peoples work life balance, and all of our people have access to family friendly policies that have flexible working options and we offer enhanced maternity and paternity payments.

We are in the process of launching our “Biscuit Academy” which provides our people with access to significant learning and development opportunities, and will be very much part of our learning strategy for years to come.

4. Developing our talent & attracting the best

To work towards a better gender balance we need to make changes to attract a more diverse candidate pool, look at how we improve our recruitment practices and to improve our applications from Women in the under represented areas, such as Engineering.

We will undertake a review of our recruitment process, to identify areas where we can improve this. We want to be able to grow our talent internally and to strengthen the progression of women into management roles.

With this in mind we will look to design a talent pipeline programme that will support this aim by looking at what initiatives we can implement to facilitate this development.



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