

GENDER PAY GAP REPORT 2024



INTRODUCTION

Portumna Pastry proudly employs 212 individuals and stands as a premier supplier of frozen pastry products across Ireland and the UK. With over three decades of expertise in the industry, we offer an extensive range of frozen unbaked pastry items, including Savoury, Meat Free, Vegan, and Sweet categories, catering to both retail and foodservice customers. Our commitment to providing a comprehensive pastry solution is underscored by our dedication to upholding the highest standards of quality and consistency in the market.

Our experienced leadership team oversees each division, ensuring adherence to the highest standards of quality, efficiency, competitiveness, and customer satisfaction.

This report marks our inaugural assessment of the gender pay gap within our organisation. The findings reveal a mean gender pay gap of 15.5% and a median gender pay gap of 1.9%. These figures highlight the imperative need for focused efforts to close the gap. Portumna Pastry is resolutely committed to addressing and reducing this disparity in the coming years.

BACKGROUND AND REQUIREMENTS

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The gender pay gap is the difference in the average (or mean) hourly wage of men and women across the workforce – it compares the average pay of all working men and all working women regardless of role or level in the organisation.

As is required by law, Portumna Pastry has equal pay for men and women in the same grades and performing similar work or work of equal value.

Much of the gender pay gap arises because of the differences in the higher number of men occupying senior roles plus the higher number of men electing to occupy shift-based roles where there is enhanced earning potential through shift allowances and overtime.

It is important to note that **this is different** to equal pay, which relates to paying individuals the same amount for performing similar work or work of equal value. In Ireland it is unlawful to have wage disparity based on gender.

Due to the size of our organisation, Portumna Pastry is required to report on:

- The difference in mean and median hourly pay between all female and male employees
- The difference in mean and median hourly pay between female and male employees relating to part time and temporary categories
- The proportion of women and men in each pay quartile
- The difference in mean and median bonuses paid to female and male employees during the period
- The proportion of women and men receiving bonuses
- The proportion of women and men receiving benefits in kind

Our results are based on a snapshot date of **15 June 2024**.

KEY TERMS

Mean Gender Pay Gap

The difference between the average pay for men and the average pay for women. This is worked out by adding all hourly pay rates for women and then dividing by the total number of women. This calculation is repeated for men and compared to the average for women.

Median Gender Pay Gap

The difference between the middle points in hourly pay for men and women. This is calculated by ordering all the hourly pay rates for each woman and identifying the middle pay rate. This is then repeated for men and compared to the median for women.

WHAT OUR DATA SAYS – AN OVERVIEW OF PORTUMNA PASTRY’S GENDER PAY GAP

Our workforce

% OF MALES % OF FEMALES

% OF MALES & FEMALES	56%	44%
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Total pay gap

TOTAL PAY GAP	Permanent Full Time PAY GAP	Permanent Part-Time Pay Gap	Temporary Pay Gap
15.5% (Mean)	16.4% (Mean)	-8.5% (Mean)	2.3% (Mean)
1.9 (Median)	-2.9% (Median)	-0.3% (Median)	4.6% (Median)

Overall Pay Gap Overview

The total mean gender pay gap across all employees is **15.5%**, indicating that male employees earn, on average, 15.5% more than their female counterparts. The median pay gap for all employees stands at 1.9%, suggesting a narrower disparity at the midpoint of pay distribution.

Permanent Full-Time Employees

For permanent full-time employees, the mean pay gap is reported at 16.4%, meaning that males earn, on average, 16.4% more than females in this category. However, the median pay gap is a notable -2.9%, indicating that the mid-point earnings for females are slightly higher than those for males. This suggests that while the overall average shows a significant gap, the distribution of earnings for those in the middle of the pay scale is more equitable, with females earning slightly more.

Permanent Part-Time Employees

In the case of permanent part-time employees, the mean pay gap is reported at -8.5%, indicating that females earn more than males in this category, on average. This is a positive sign in terms of gender equity for part-time roles. The median pay gap for permanent part-time employees stands at -0.3%, which further confirms that female employees are earning comparably to their male counterparts.

Temporary Employees

For temporary employees, the mean gender pay gap is recorded at 2.3% in favour of males, indicating that male temporary employees earn slightly more on average than female temporary employees. The median pay gap for temporary roles is reported at 4.6%, suggesting a more pronounced difference at the mid-point of the pay distribution.

The proportion of women and men receiving benefits in kind & Bonus Pay Gap

All Employees			
	No	% of total Employees	% of All Male/All Female Employees
All Employees	12	6%	
Male	9	4%	8%
Female	3	1%	3%

1 - Benefits in Kind

BONUS PAY GAP	% Males and Females Receiving Bonus
91% (Mean)	52% (Male)
5.1% (Median)	41% (Female)

Bonus Pay Gap Overview

The bonus pay gap is mainly driven by a higher number of men than women occupying senior roles within the company. This disparity contributes to the bonus pay gap and highlights the need for targeted efforts to promote diversity and inclusivity in leadership positions.

The median bonus pay gap is reported at 5.1%, suggesting that while the average bonus amounts differ significantly, the midpoint of bonuses received by male employees is only slightly higher than that of female employees. This indicates that, at the median level, the disparity is less pronounced, though still present.

Bonus Distribution

In terms of the percentage of employees receiving bonuses, 52% of male employees received bonuses compared to 41% of female employees. This disparity in participation rates is crucial as it suggests that a higher proportion of male employees benefit from bonus schemes, contributing to the overall mean gap.

Conclusion

The analysis of the bonus pay gap reveals critical disparities that must be addressed to foster a more equitable workplace. As we move forward, we are dedicated to implementing the necessary changes to ensure that all employees, regardless of gender, have equal opportunities to earn bonuses and be rewarded for their contributions. By promoting fairness in our bonus allocation, we aim to enhance employee morale, engagement, and overall organisational performance. We will continue to prioritize gender equity and will transparently report on our progress in future iterations of our Gender Pay Gap Report.

Gender representation by Total Pay

Quartile Male Female

	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	64.2%	35.8%
	B (Upper Middle)	52.8%	47.2%
	C (Lower Middle)	58.5%	41.5%
	D (Lower)	47.2%	52.8%

The representation across all categories is reflective of the general workforce. A higher proportion of roles in the upper middle and upper quartiles of hourly pay are occupied by males. This contributes to the pay gap as these positions offer higher compensation.

Gender Representation Overview

1. Upper Quartile (Quartile A):

- The upper quartile shows a significant male dominance, with males representing 64.2% of roles. This indicates a lack of female representation at the highest pay levels, necessitating targeted efforts to promote gender diversity in leadership and high-paying roles.

2. Upper Middle Quartile (Quartile B):

- In the upper middle quartile, males still hold a slight majority at 52.8%, while females account for 47.2%. This is a more balanced representation compared to Quartile A, suggesting potential for increased female advancement into higher-paying positions.

3. Lower Middle Quartile (Quartile C):

- The lower middle quartile sees males representing 58.5% and females 41.5%. This reflects a continuing trend of male dominance in mid-level roles, which may impact the overall gender pay gap.

4. Lower Quartile (Quartile D):

- Interestingly, the lower quartile shows a majority of females at 52.8% compared to males at 47.2%. This suggests that women are more represented in lower-paying positions, which may contribute to the overall pay disparity within the organisation.

Conclusion

The analysis of gender representation across quartiles highlights significant disparities that need to be addressed. The underrepresentation of females in the upper quartiles indicates systemic barriers that may hinder women's advancement into higher-paying roles. To promote gender equity, it is essential to implement targeted initiatives aimed at increasing female representation in leadership positions, enhancing career development opportunities, and fostering an inclusive workplace culture that supports all employees in their professional growth.

By addressing these disparities, the organisation can work towards a more balanced and equitable workforce.

FACTORS CONTRIBUTING TO OUR CURRENT GAP

Understanding the factors contributing to our current gender pay gap is essential for effectively addressing and closing these disparities. Several interrelated factors can influence the pay gap within our organisation, including:

1. Occupational Segregation:

Gender Imbalance in Roles: There may be a disproportionate representation of males in higher-paying roles or departments, while females are more concentrated in lower-paying positions. This occupational segregation limits women's access to higher salaries and advancement opportunities.

2. Differences in Work Experience and Tenure:

- **Career Breaks and Part-Time Work:** Women are more likely to take career breaks for caregiving responsibilities or work part-time compared to their male counterparts. This can lead to fewer opportunities for promotions and pay increases, contributing to the overall pay gap.

3. Promotion and Advancement Opportunities:

- **Barriers to Promotion:** Systemic barriers may hinder women's advancement within the organisation. These can include unconscious bias in promotion decisions, a lack of mentorship or sponsorship, and insufficient support for career development.

4. Bonus Allocation Practices:

- **Disparities in Bonus Distribution:** As highlighted in our bonus pay gap analysis, there may be inequities in how bonuses are awarded. If males are more likely to receive bonuses or if the criteria for bonuses favour roles typically held by males, this contributes to the overall pay gap.

5. Negotiation Outcomes:

- **Negotiation Skills and Practices:** Research shows that women may negotiate less frequently or less aggressively than men, leading to differences in starting salaries and raises. This can result in cumulative disadvantages over time.

6. Cultural and Societal Norms:

- **Workplace Culture:** An organisational culture that may inadvertently favour traditional gender roles or reinforce biases can create an environment where women feel less empowered to seek promotions, raises, or bonuses.

- Societal Expectations: Broader societal expectations regarding gender roles in the workplace can impact women's career choices and opportunities for advancement.

7. Lack of Gender Diversity in Leadership:

- Underrepresentation in Leadership Positions: A lack of female representation in senior leadership roles can perpetuate a cycle where women's contributions are undervalued, and their advancement is limited.

8. Inflexible Work Arrangements:

- Limited Flexibility: A lack of flexible work options can disproportionately affect women, who often balance work with caregiving responsibilities. This can lead to women opting for lower-paying, more flexible roles rather than pursuing higher-paying positions that require greater time commitments.

9. Differences in Job Roles and Responsibilities:

- Variation in Job Functions: The roles held by men and women may differ significantly in terms of responsibility, complexity, and required skills, leading to disparities in pay that are not solely based on gender but rather on the nature of the work performed.

Portumna Pastry's Commitment and Initiatives to Closing the Gender Pay Gap

As an organisation dedicated to fostering an equitable and inclusive workplace, we recognize the importance of addressing the gender pay gap and are committed to implementing meaningful initiatives to close this gap. Our approach focuses on transparency, accountability, and proactive measures to create a fair environment for all employees. Below are our key commitments and initiatives:

1. Comprehensive Pay Audits

- Regular Assessments: We will conduct regular pay audits to analyze compensation across gender lines and identify any disparities. These audits will help us understand the root causes of the pay gap and track our progress over time.

- Actionable Insights: Findings from these audits will be used to inform our compensation strategies and ensure equitable pay practices.

2. Review and Revise Compensation Structures

- Equitable Pay Policies: We will review our compensation structures to ensure that pay practices are fair and transparent. This includes establishing clear criteria for salary increases and promotions that focus on performance and contributions rather than gender.

- Standardized Pay Grades: Implementing standardized pay grades across roles will help minimize discrepancies related to gender.

3. Enhancing Recruitment and Retention Efforts

- Diverse Talent Acquisition: We will actively seek to attract diverse talent by implementing targeted recruitment strategies aimed at increasing the representation of women, particularly in leadership and technical roles.
- Supportive Onboarding: Creating a welcoming onboarding experience for new hires that emphasizes our commitment to diversity and inclusion.

4. Mentorship and Development Programs

- Formal Mentorship Initiatives: We will establish mentorship programs that connect female employees with leadership mentors who can provide guidance and support for career advancement.
- Leadership Development: Offering leadership training and professional development opportunities specifically designed for women will help empower them to pursue higher-level roles.

5. Promoting Work-Life Balance

- Flexible Work Arrangements: We will offer flexible work options, including remote work and flexible hours, to support employees in balancing their professional and personal responsibilities.
- Parental Leave Policies: Reviewing and enhancing parental leave policies to ensure they are equitable and supportive for all employees, regardless of gender.

6. Transparent Bonus Allocation

- Clear Bonus Criteria: Establishing transparent criteria for bonus distribution to ensure that all employees understand how bonuses are awarded based on performance and contributions.

7. Training and Awareness Programs

- Unconscious Bias Training: Implementing mandatory training sessions on unconscious bias for all employees, particularly those involved in hiring and promotion decisions, to raise awareness and reduce bias in decision-making.
- Diversity and Inclusion Workshops: Offering workshops focused on fostering a culture of inclusion, respect, and collaboration among all employees.

9. Regular Reporting and Accountability

- Transparent Communication: We will commit to regularly sharing updates on our progress in closing the gender pay gap and the initiatives we are implementing to foster equity.
- Accountability Measures: Holding leadership accountable for meeting diversity and inclusion goals, with performance metrics tied to these objectives.

Conclusion

Our commitment to closing the gender pay gap is unwavering. By implementing these initiatives, we aim to create a workplace where all employees, regardless of gender, feel valued, supported, and empowered to succeed. We are dedicated to fostering a culture of equity and inclusivity, and we will continue to assess our progress and adjust our strategies as needed to ensure that we achieve our goals. Together, we can create a more equitable future for our organisation and all its employees.