



High Class Bread, Confectionery & Restaurants

Le Pain de Paris authentic french bread

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## Stafford's Bakery Gender Pay Gap Report

At Stafford's Bakery we are committed to creating a work environment where people from all backgrounds and genders feel valued and appreciated.

Our GPG data was collected on a snapshot date of 25 June 2022. At this time there were 374 EMPLOYEES – 214 males and 160 females, including casual employees.

Our gender pay gap data was based on three key metrics – mean pay gap, median pay gap and quartiles.

Our 2022 data at a glance:

Median GPG Hourly pay for men Hourly pay for women	10.22% €15.16 €13.61	When comparing average hourly wages (median) women receive 89.78 cent to every €1.00 that men received.
Mean GPG Hourly pay for men Hourly pay for women	8.34% €15.46 €14.17	When comparing average hourly wages (mean) women receive 91.66 cent to every €1.00 than men received.

### The Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. This key metric is less swayed by extreme values, particularly by small number of people holding managerial positions. This year the women in middle of the female pay range received 10.22% less than the man in the middle of the pay rate range.

### The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation. Mean rate metric is useful because it does not capture the effect of a small number of high earners. this year average pay for women was 8.34% less per hour than the average pay for men.

The difference between an organisations' mean and median pay gap can provide valuable insight. If there were very low earners it could make the mean rate smaller than the median, while a group of very high earners could make the mean larger than the median.

## Bonus

The bonus gap is the difference between the bonus pay or once-off lump-sum payments paid to male employees and paid to female employees.

Below table shows percentage of men and women who received bonus:

Men 18.87% Women 5.16%	18.87% of all men received bonus, while 5.16% of all women received bonus
Median bonus gap (-25.00) %	Male median bonus pay was 25.00% lower than female bonus pay
Mean bonus gap (-33.21)%	Male mean bonus pay was 33.21% lower than female bonus pay

## The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Our pay quartiles

Quartile	HEADCOUNT		PERCENTAGES	
	Men	Women	Men	Women
Lower	45	49	47.8%	52.2%
Lower Middle	35	57	38.0%	62.0%
Upper Middle	58	36	61.7%	38.3%
Upper	76	18	80.9%	19.1%
Total	214	160		

## Benefits In Kind

Benefit In Kind is any non-cash benefit of an estimated monetary value. Below table shows percentage of men and women who received BIK:

Males who received BIK 0.94%	Females who received BIK 1.25%
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Our gender pay gap is driven by the following factors:

- A significant number of males employed in driving positions which are rarely if ever applied for by females. The rate of pay for skilled drivers is higher than the rate for general operatives.
- A significantly lower number of females are available to work through late night/early morning shifts where these work shifts often involve specific allowances.
- There are less women in supervisory positions which attract bonus payments.
- The inability to recruit women into engineering/electrical/maintenance related roles.
- The inability to recruit qualified female bakers to manage mixers, provers, and ovens.

## Addressing the gap

Stafford's Bakery aim to address the gender pay gap by:

- Normalising flexible working hours in production to enhance work life balance.
- Mentoring and encouraging diversity in career opportunities for females.
- Continuing to build a culture of diversity, respect, and inclusion where all employees will engage and feel that their contribution is valued. In this way we believe all employees will reach their full potential with the company.
- Aim to develop female leadership with an intentional focus on fostering and supporting female talent across the organisation.