

## McGhee Group – Gender Pay Reporting 2020

### EXECUTIVE SUMMARY

The McGhee Group is a third generation, family owned bakery, which believes that equality and fair treatment of all staff, is one of the cornerstones of successful business. We welcome the new gender pay reporting, and have prepared our April 2020 Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which shows:

- A mean gender pay gap 1.1%
- A median gender pay gap of -2.5%
- A mean bonus gender pay gap of -48%
- A median bonus gender pay gap of 0%
- A bonus payment was received by 100% of females and 100% of males.
- Below are the quartile figures showing the percentage of each gender in each quartile pay band :

Pay quartiles	Upper	Middle	Lower Middle	Lower	TOTAL EMPLOYEES
Male	80%	76%	94%	63%	78%
Female	20%	24%	6%	37%	22%
	100%	100%	100%	100%	100%

### DECLARATION

I hereby confirm that the information provided in this report is accurate

Gordon McGhee

Group Managing Director

### BACKGROUND

McGhees has been a family bakery since 1935, and since then has grown to become one of the largest independently owned bakers and wholesalers of bakery and morning goods in Scotland.

Throughout our history, and never more so than today, our success is dependent upon the quality of our staff, and cultivating an environment of being part of the McGhee family.

While equal pay is a different issue from the wider concept of gender spread throughout an organisation, McGhees employees doing the same job, with the same responsibilities, are paid the same, irrespective of gender or ethnicity.

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**BETA** This is a new service – your [feedback](#) will help us to improve it.

## You've submitted your gender pay gap data for the 2020-21 reporting year.

Your gender pay gap information has now been published on the Gender pay gap service.

[View your published gender pay gap information](#)

### Next steps

You must also publish your gender pay gap report (and [written statement](#) if applicable) in a prominent place on your employer's public facing website.

### Understanding your gender pay gap and taking action to close it

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