

Gender Pay Gap Report: Park Cakes Ltd

March 2025

Overview

The time period covered by the report covers the snapshot as at 5th April 2024, and includes both monthly and weekly paid employees that have been ranked and standardised into hourly pay.

Key Metrics

The figures for Park Cakes have been calculated using the measures contained in the Gender Pay Gap Reporting Legislation.

Park Cakes Figures are as follows: -

- A) The difference in Mean Pay of Men and Women expressed as a Percentage: **9%**
- B) The difference in Median Pay of Men and Women expressed as a Percentage: **2.7%**
- C) The difference in Mean Bonus Pay of Men and Women expressed as a Percentage: **66%**
- D) The difference in Median Bonus Pay of Men and Women expressed as a Percentage: **20%**
- E) The proportion of Men and Women receiving bonus pay:
 - Proportion of men receiving a bonus: **1.9%**
 - Proportion of females receiving a bonus: **1.6%**
- F) The proportion of men and women within each of the four quarter pay bands :
 - Of the 324 employees in the upper quartile 202 are males and 122 are females, giving a percentage distribution of **62% male and 38% female**
 - Of the 324 employees in the upper middle quartile 195 are males and 129 are females, giving a percentage distribution of **60% male and 40% female**
 - Of the 324 in the lower middle quartile 204 are males and 120 are females, giving a percentage distribution of **63% male and 37% female**
 - Of the 325 in the lower quartile 145 are males and 180 are females, giving a percentage distribution of **45% male and 55% female**

General Comments

The National Average for Gender Pay between Males and Females is 7.0% (HMSO 2024), the Park Cakes Gender pay figure of 9% is slightly higher.

Throughout the four quartiles of pay there is a high population of females, even at the upper quartile with the distribution being 38% female.

The large difference in the mean bonus pay is due to the fact that all Executive Directors for the company are male, and bonus is a large percentage of base pay.

I confirm on behalf of Park Cakes Limited that the above information is accurate.


Andy Parsons
Managing Director – Park Cakes Ltd