



2020 Gender Pay Gap Report

Cobrey Farms is an agricultural business which grows, harvests and packs asparagus, rhubarb, blueberries, French beans and potatoes. As a business we are committed to ensuring all employees are treated fairly and not discriminated against. The Gender Pay Gap Report is based on data as at 5th April 2020. At this date, Cobrey Farms employed 576 people with 353 (61%) being male and 223 (39%) being female.

Pay Gender Gap:

There is a very small difference between men and women working at Cobrey Farms:

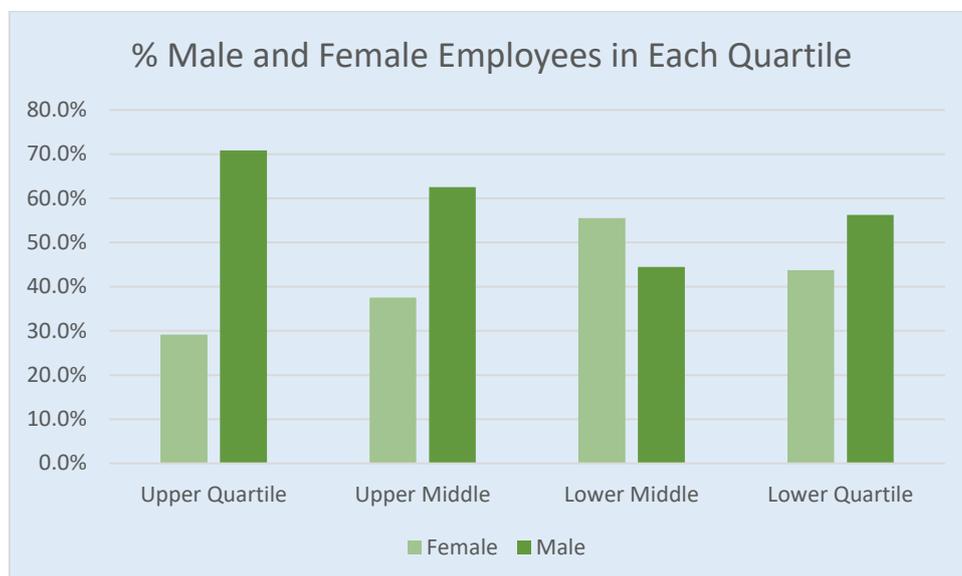
	Mean	Median
Pay	0.41%	1.05%

Bonus Gender Pay Gap:

This year bonuses were paid to 2 employees and one male and one female both received the same rate. This is 0.3% of males and 0.5% of females. The bonuses paid were the same value as 2019.

	Mean	Median
Pay	0%	0%

Male and Female employees by Quartile Pay Band:



Commentary

Cobrey Farms takes its responsibility for equality between men and women very seriously and therefore is pleased that the pay gap is minimal, it has shifted slightly towards paying men on a higher wage but this can be attributed to a number of senior women being on maternity leave and therefore excluded from the calculation and less females coming to work on a seasonal basis.

Looking at the full-time employees only, a higher proportion of females are in the upper quartiles. Cobrey Farms is committed to fair recruitment policies and works hard to encourage career development of all workers. Cobrey Farms recruitment is based on objective criteria and successful applicants will gain employment / promotion on merit regardless of gender. Pay for employees is not based on gender but on the job role and the responsibilities involved. The majority of employees work in lower skilled roles and this is reflected in the average pay rates being very similar for males and females.

Our pay gap compares very favourably to the 2020 UK average for all employees of 15.5% reported by the Office of National Statistics. Although the distribution of male and female workers in each quartile is different the figures are broadly consistent with our overall workforce gender distribution and similar to the 2019 figures.

Overall the numbers of female seasonal workers has decreased and this is reflected in the overall numbers of females working in the business on the snapshot date; this is due to a reduction in female applicants and the impact of COVID restrictions on worker arrivals. The business aims to encourage and support all workers to progress and will continue to monitor the numbers of female workers in the Upper Quartiles.

Catherine Chinn, HR & H&S Director. 4th February 2021.