GENDER PAY GAP REPORT 2024

Hall Hunter
EST. PARTNERSHIP 1966

HALL HUNTER PARTNERSHIP

INTRODUCTION

This report contains Hall Hunter Partnership statutory disclosure of the gender pay gap for the snapshot date of 1 April 2024.

Legislation

Gender pay gap legislation was introduced as amendment to the Equality Act 2010 to encourage employers to make greater progress in addressing the imbalance of earnings between women and men.

From 6 April 2017 any UK organization employing 250 or more employees has to publicly report on its gender pay gap.

What is gender pay gap?

The gender pay gap measures the difference between average earnings of all men and women in an organization.

It is reported in six different ways: the mean (average) and median (mid-point on a distribution) gender pay gaps; the mean and median bonus gender pay gaps; the proportion of men and women who received bonuses in a year to 1 April and proportion of men and women according to quartile pay bands.

It doesn't not take into consideration the role that the employee performs or the seniority of the employee. The gender pay gap can occur despite men and women being paid equally for the same or similar role.

Mean vs. median

The mean gender pay gap is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

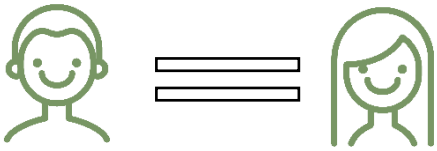
The median gender pay gap is the difference between the median (mid-point on a distribution) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Equal pay

The gender pay gap differs from equal pay.

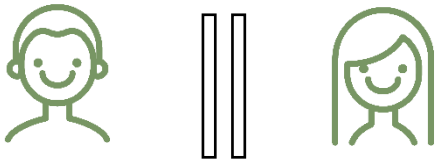
Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman, unless there is a "genuine material factor" for the difference. Hall Hunter Partnership is an equal pay employer.

Equal pay

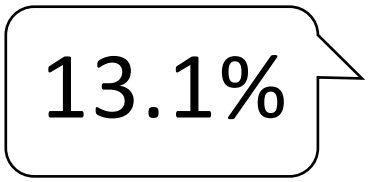


Comparison of pay of two people or groups of people carrying out the same, similar or equivalent work.

The gender pay gap



Difference in the average pay of men and women – regardless of the nature of their work – across an organization.

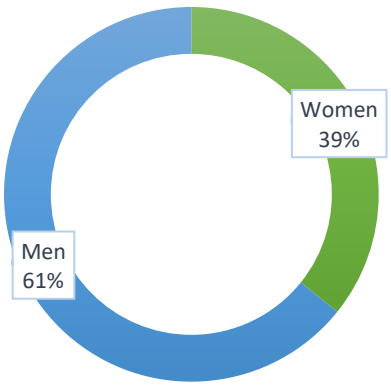


NATIONAL AVERAGE
The national gender pay gap is 13.1%*
Office of National Statistics 2024

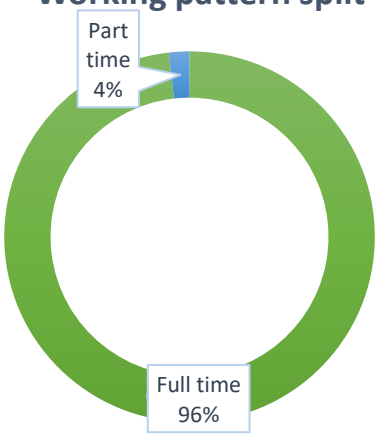
WORKFORCE REPRESENTATION

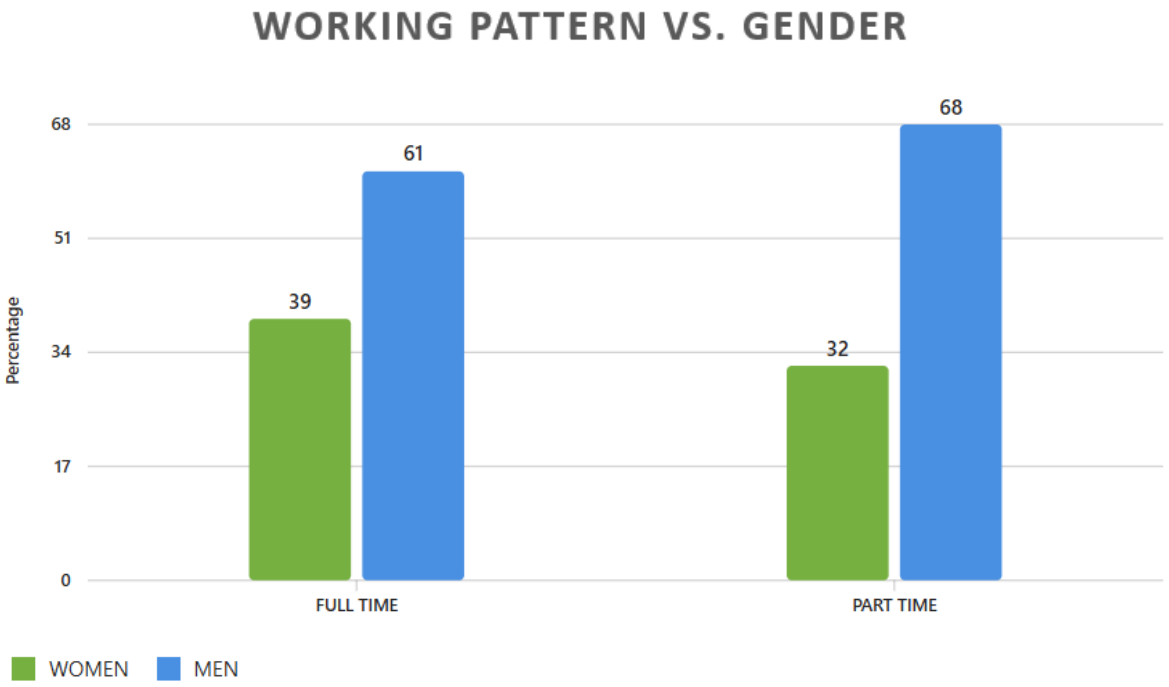
We collected our data on 1 April 2024, when our workforce was consisting of 443 employees and 424 fully paid relevant employee, with gender split of 39% women and 61% men, and 96% of staff working full time and women holding 32% of part time roles.

Workforce gender split



Working pattern split





GENDER PAY GAP RESULTS

The overall ordinary gender pay gap as of 1 April 2024 at Hall Hunter Partnership is 7.1 % on a median basis and 9.3% using mean pay.

This compares to the UK median gap which, as reported by the Office of National Statistics in April 2024, is 13.1%., and UK mean gap of 7.0%.

Ordinary pay is not limited to basic pay, but also includes pay for annual leave. It doesn't include pay for overtime, pay relating to sick pay or maternity pay.

Bonus pay in our case relates to an annual bonus, however paid out to farming departments at a different time than other departments. Calculations of mean and median bonus pay use bonus pay from April 2023 (bonus paid for the year ending 5 April 2024) and bonus paid in December 2023.

GENDER PAY GAP DATA	Women's earnings are:
Mean gender pay gap in ordinary hourly pay	**9.3 % lower**
Median gender pay gap in ordinary hourly pay	**7.1 % lower**
Mean bonus payments gap	**10.4 % lower**
Median bonus payments gap	**47.6 % lower**

The **mean pay gap** is a difference between the average hourly pay of men and women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly pay of men and women.

The **mean bonus pay gap** is a difference between the average bonus paid to men and women.

The **median bonus pay gap** is the difference between the midpoints in the ranges of bonuses paid to men and women.



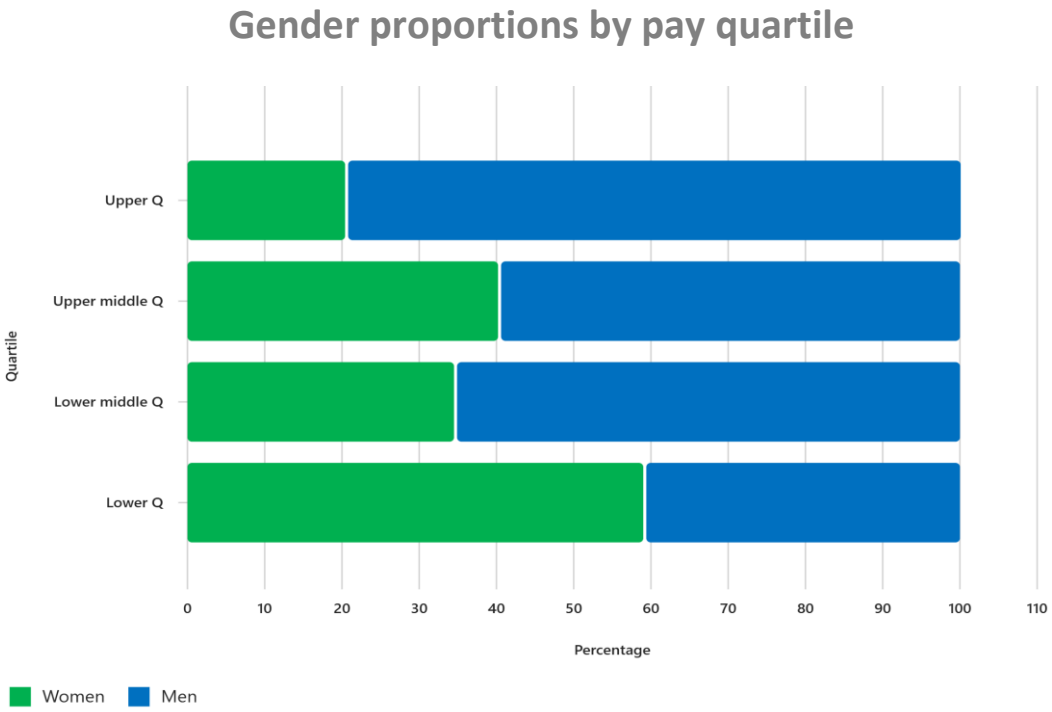
58.8% **52.6%**

Proportion of staff who received bonus during year to 1 April 2024

The chart below shows our workforce divided into four equal-sized groups based on hourly pay rate.

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Male Lower Quartile	Female Lower Quartile	Male Lower Middle Quartile	Female Lower Middle Quartile	Male Upper Middle Quartile	Female Upper Middle Quartile	Male Upper Quartile	Female Upper Quartile
40.6	*59.4*	*65.1*	*34.9*	*59.4*	*40.6*	*79.2*	*20.8*

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We:

- carry out regular pay and benefits audits;
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and specialized roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. Also, in the agriculture industry, there is a majority of male workforce, so the highest paid roles would need to be occupied by women in order for us to reduce the gender pay gap.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Majority of our specialized farming staff are men, most line managers and senior managers are men, whilst there are mostly women in administrative and support roles. Also, most of the relatively highly paid senior leaderships roles were held by men and not women at the time of the dataset snapshot data and qualifying fully paid relevant employees. Additionally, the turnover in senior roles is much lower than in entry levels, which means vacancies for such roles do not arise as frequently.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap. Among full-time employees the gender pay gap in April 2024 was 7.0%; this was 7.7% in April 2023 and 8.3% in April 2022 (pre-coronavirus (COVID-19) pandemic); (according to the October 2023 Office for National Statistics (ONS)

Annual Survey of Hours and Earnings (ASHE) figures). At 9.3%, our mean gender pay gap is higher than the whole economy and our sector in our region – our location and proximity to London is contributing to this number.

The median gender pay gap for the whole economy (according to the October 2023 ONS ASHE figures) is 13.1%. At 7.1%, our median gender pay gap is a lot lower than the whole economy and our sector.

Even small fluctuations in the male workforce could have a significant impact on our gender pay gap. For instance, if we were to have female members of senior leadership team, the overall mean gender pay gap would drop significantly.

Also, our gender pay gap is influenced by the seasonal variances of work and labour requirements throughout the year. For many of our employees, earnings can vary during a busy season and the hours and shift patterns worked.

Similarly, based on how the gender pay gap is calculated, if we were to employ more men in the lower pay quartiles, while keeping the overall number of staff the same, this would act to reduce the gender pay gap.

58.8% of men at our organisation received a bonus in the 12 months up to 5 April 2024. For women this was 52.6%. This is because there are more men in management and farming roles, which are eligible for a performance and profit related bonus. Also, although our employees value flexibility of part time working, part time workers' bonuses negatively impact the bonus gender pay gap, as their bonuses are not adjusted in the calculations to reflect the fact they are not full time, as well as annual bonus being paid pro-rata for those who joined the company throughout the calendar year.

All these factors significantly influence our gender pay gap results and are areas for taking the action within the next years.

TAKING ACTION

We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

What are we doing to address our gender pay gap?

Over the next year, we will:

- review our policy on bonus payments and weighting
- invest in the career development plans for all staff
- build a strong talent pipeline for specialized farming roles and encourage more females to consider their career in agriculture

Any further initiatives launched throughout the year will be reported in the company business updates.

DIRECTOR STATEMENT

While it is not positive that our gender pay gap is higher than both the UK average and agriculture sector in general, we believe it is more important to focus on taking meaningful actions to drive equality and inclusivity rather than simply the numbers themselves, so that could lead us to unhelpful actions, for example trying to fit people into jobs to influence statistics.*

As an equal opportunities employer, we take on an approach in appointing the best candidates into the roles, regardless of their gender or other factors covered by Equality Act.

We will continue to foster a culture of exploring new opportunities, so all our employees are able to reach their full potential.

*Based on estimates from ASHE Survey 2022

We confirm that the information in this statement is accurate on 1st April 2024.

James Floor, Managing Director

Viliana Ignateva, HR Manager

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