

GENDER PAY AT AHDB

25 March 2019

AHDB has a commitment to diversity, inclusion and gender balance across our organisation and both my Leadership Team and I are actively tackling the issue of gender pay as part of this.

Like all organisations with over 250 staff, AHDB is publishing details of its gender pay gap again at 29 March 2018. These statistics do not reflect the whole story of the comparability of men and women across the organisation, regarding the roles, responsibilities and the duties they perform.

We fully recognise there is still a lot of work for us to do, and we continue to make progress in reducing the gender pay gap.

Our current situation reflects the fact that AHDB has a number of legacy staff who were employed by the individual levy boards before the restructuring that created AHDB as the single employer in 2008. These legacy staff, many of who have long periods of service prior to AHDB employment, came from levy boards with different terms and conditions including different pay structures. Many are either in senior posts or are specialist technical experts. All this is reflected in our gender pay statistics.

It is AHDB's ambition to be a first-class employer. Parity of pay across similar roles in AHDB requiring similar levels of knowledge, expertise and responsibility is a principle AHDB strongly supports, irrespective of gender.

The AHDB Board has committed to a target of closing the overall mean and median gender pay gap to less than 10% across all staff by April 2022.

AHDB's Remuneration Committee Board members have responsibility for oversight of gender pay in the organisation. The Board will receive regular reports on progress towards this target and an update will be published each year in the AHDB annual report.

AHDB Gender Pay Action Plan

- Using AHDB's Succession and Talent Management programmes to identify female talent and actively work with them to move internally
- Focusing on senior roles within AHDB and how these can be opened up to more female applicants through coaching and mentoring programmes
- A diversity and recruitment training programme for hiring managers to better acknowledge and manage unconscious bias
- All salaries will continue to be reviewed and approved by the HR Director
- Setting targets for the reduction of the gender pay gap

I am looking forward to being able to report further progress next year as a result of our commitment.



J King
Jane King - CEO



P Kendall
Peter Kendall - AHDB Chair

Table 1: AHDB Gender Pay Data as at March 2018

	Males (175)	Females (281)	Overall Pay Gap March 2018
Mean	£43,479.80 £23.89 per hour	£34,325.20 £18.86 per hour	21%
Median	£40,040 £22 per hour	£31,886.40 £17.52 per hour	20.4%

Table 2: AHDB Gender Pay Data as at March 2018

Quartiles	Total number	Male	Female
Lower	114	26 (22.8%)	88 (77.2%)
Lower Middle	114	33 (29%)	81 (71%)
Upper Middle	114	44 (38.6%)	70 (61.4%)
Upper	114	72 (63.2%)	42 (36.8%)