

GENDER PAY AT AHDB

28th March 2018

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 as it stood at 7 April 2017. 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, but I'm pleased to say we have already made progress in reducing the gender pay gap over the past 9 months. This is the result of a number of initiatives that will come together to form part of a new AHDB Gender Pay Action Plan being led by our Chief HR Officer.

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. Since I joined the organisation in 2015, the Leadership Team has been reconfigured to deliver an improved gender balance with a 50:50 split between men and women at the top of the organisation. This represents a step change from the previous leadership structure when out of eleven senior Directors there was only one woman.

In addition, 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.

An independent AHDB Board member will be given responsibility for oversight of gender pay in the organisation. The Board will receive quarterly reports on progress towards this target and an update will be published each year in the AHDB annual report.

AHDB Gender Pay Action Plan

An internal working group is looking at a number of work streams to identify and tackle the gender pay gap. These include:

- Using AHDB's new 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 Chief HR Officer
- 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.

A handwritten signature in black ink, appearing to read 'Jane King'.

Jane King - CEO

A handwritten signature in black ink, appearing to read 'Peter Kendall'.

Peter Kendall - AHDB Chair

Table 1: AHDB Gender Pay Data as at 7th April 2017

	Males (166)	Females (263)	Overall Pay Gap April 2017	Overall Pay Gap March 2018
Mean	£43,959.89 £24.07 per hour	£33,869.03 £18.55 per hour	22.9%	21%
Median	£42,000 £23 per hour	£30,530 £16.72 per hour	27.3%	20.4%

Table 2: AHDB Gender Pay Data as at 7th April 2017

Quartiles	Total number	Male	Female
Lower	107	21 (19.6%)	86 (80.4%)
Lower Middle	107	31 (29%)	76 (71%)
Upper Middle	107	41 (38.3%)	66 (61.7%)
Upper	108	73 (67.6%)	36 (33.3%)

This data demonstrates that the ratio of men: women employed by AHDB was 1:1.59 but that this ratio was reflected exclusively in the Upper Middle quartile (1:1.61). Ratios for the lower and upper quartiles (1:4.1 and 1:0.49) clearly show a preponderance of women (x4) in the lowest paid posts and of men (x2) in the highest paid posts.