



Gender Pay Gap Report 2023

Accent Catering Service Ltd

Introduction

This report presents the gender pay gap figures for Accent Catering in accordance with the UK government's regulations. Our aim is to promote fairness and transparency in pay practices and reduce the gender pay gap. The report includes the percentage of men and women in each hourly pay quartile and the mean and median gender pay gap for hourly pay.

Gender Split as of 5th April 2023

77.72%
Women



22.28%
Men

Additionally, it outlines the percentage of men and women receiving bonus pay, and the mean and median gender pay gap for bonus pay. We are committed to promoting diversity and equality in our workforce, and this report is a crucial step in achieving this goal. We will take action to address any areas of concern highlighted by our gender pay gap figures.



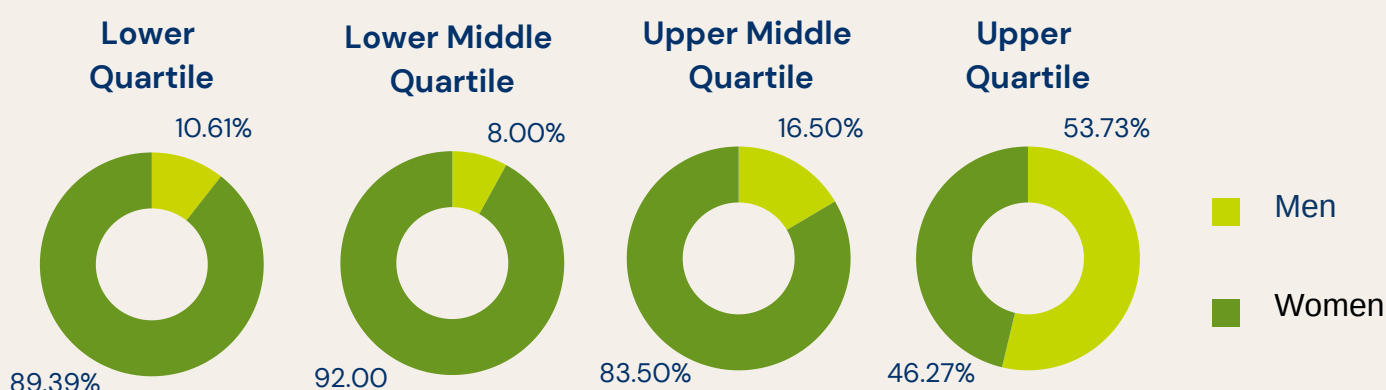
Our Numbers

Our gender pay gap analysis indicates that the main factor contributing to the pay gap is the higher number of women in junior roles. Similar to other organisations in the contract catering industry, we have a high proportion of part-time, term-time workers who are primarily employed in junior roles. These roles are traditionally female-dominated, resulting in more women than men in lower pay quartiles.

While we acknowledge that societal factors and industry norms also contribute to the gender pay gap, we are committed to identifying and implementing measures that will help us address this issue and promote equal opportunities for all our employees.

Pay Quartiles

Below show the gender distribution across the four quartiles within the business.



Gender Pay & Bonus Gap

	Mean (Average)	Median (Middle)
Gender Pay Gap	29.70%	34.35%
Gender Bonus Gap	56.43%	82.61 %

Looking Forward

In the next 12 months, Accent Catering Services Ltd is dedicated to narrowing the gender pay gap and strengthening our commitment to diversity, equity, and inclusion within our organisation. We understand the importance of leadership in shaping our work environment, and succession planning will be a top priority. Our goal is to create clear career advancement pathways for all employees, with equal opportunities for women to ascend to leadership positions.

At the same time, we're improving our recruitment process by deploying a new career website and an advanced Applicant Tracking System. These tools will provide valuable insights into our recruitment trends and help us identify and overcome implicit biases. The data-driven approach will also enable a more equitable and transparent hiring process.

Recognising the importance of incentives in employee satisfaction and retention, we will thoroughly review our bonus criteria.

We aim to establish a more equitable bonus structure that fairly rewards all employees based on their contributions and achievements, regardless of gender.

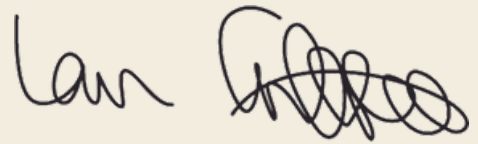
Education is still a priority; therefore, we will introduce a comprehensive DE&I training program designed to address and eliminate unconscious biases and promote a culture of inclusivity. This program will be essential in providing our employees with the knowledge and skills required to foster a supportive and collaborative workplace.

These initiatives represent our proactive steps towards a more inclusive work culture, where diversity is celebrated, and gender parity is achieved. By focusing on these areas, we are paving the way for a more balanced, innovative, and successful future for Accent Catering Services Ltd and its esteemed team members.

Conclusion

Accent Catering Services Ltd is committed to promoting equal opportunities and addressing the gender pay gap. While external societal factors contribute to this issue, we remain dedicated to implementing measures to reduce any disparity.

We would like to confirm that the information and data reported in this statement are accurate and reflect the situation as of the snapshot taken on 5 April 2023.



Ian Crabtree
Managing Director

