



Gender Pay Gap Report 2022

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 2022

72.23%
Women



27.77%
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.



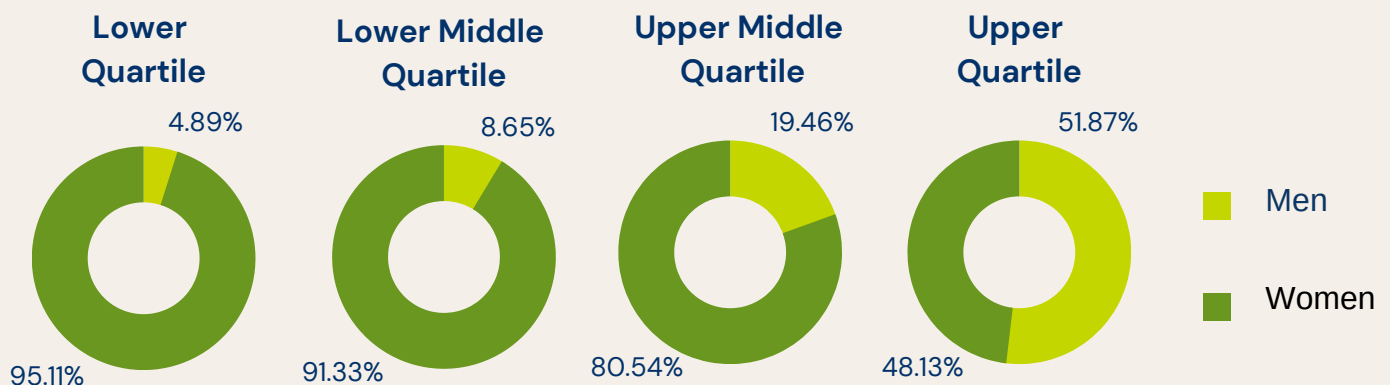
Our Numbers

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	30.4%	37.7%
Gender Bonus Gap	30.4%	0 %

Looking Forward

Over the next 12 months, Accent Catering Services Ltd will focus on initiatives to reduce the gender pay gap and promote workplace diversity, equity, and inclusion (DE&I).

To ensure that we continue to provide equal opportunities and a fair workplace, we will be reviewing our recruitment practices. This review will include an analysis of our current hiring processes and ensure that all candidates continue to be assessed fairly and objectively.

In addition, we will conduct a comprehensive review of our benefits package, considering the impact on gender pay, and take into account the needs and preferences of our employees. We recognise that providing a fair and competitive benefits package is essential for attracting and retaining top talent, and we will ensure that our benefits package aligns with our employees' needs.

We are committed to promoting workplace diversity, equity, and inclusion (DE&I), and to this end, we will be introducing a new DE&I training programme.

This training will provide our employees with the necessary tools and knowledge to create a more inclusive workplace culture, including addressing unconscious bias and microaggressions. We believe that this training will help our employees build stronger, more collaborative teams and ultimately improve business outcomes.

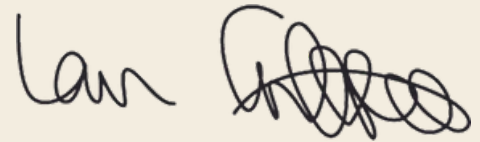
Finally, we will continue supporting flexible working arrangements across our business to promote a healthy work-life balance for all employees.

In summary, our focus over the next 12 months will be on reducing the gender pay gap and promoting diversity, equity, and inclusion in the workplace. This will be achieved through initiatives such as reviewing our recruitment practices, introducing a DE&I training programme, and ensuring that our benefits package is aligned with our employees' needs. We are committed to creating a workplace culture that encourages collaboration, innovation, and success while supporting the well-being of all employees.

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 2022.



Ian Crabtree
Managing Director

