



Gender Pay Gap Report 2024

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 2024

70.78%
Women



29.78%
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 remain committed to promoting diversity and equality in our workforce, and this report is a crucial step in achieving this goal. We will work on addressing any areas of concern highlighted by our gender pay gap figures.



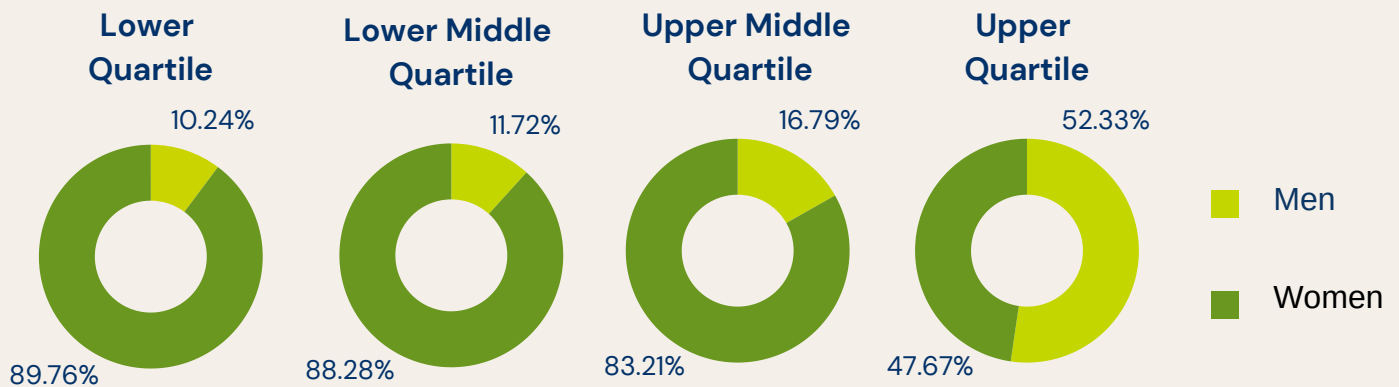
Our Numbers

Our gender pay gap analysis indicates that, similar to the previous year, the main factor contributing to the pay gap is the higher number of women in junior roles. Like many organisations in the contract catering industry, we employ a high proportion of part-time, term-time workers, who are primarily in junior positions. These roles continue to be female-dominated, resulting in more women than men in the lower pay quartiles.

While industry norms and wider societal factors contribute to the gender pay gap, we remain committed to identifying and implementing measures to promote equal opportunities for all employees. This year, we have seen a notable reduction in the mean and median gender pay gaps, reflecting some progress in our efforts.

Pay Quartiles

We are pleased to see some movement towards a more balanced representation of women in the upper quartiles. However, there is still work to be done to ensure equal opportunities across all levels of the business.



Gender Pay & Bonus Gap

	Mean (Average)	Median (Middle)
Gender Pay Gap	25.61%	29.66%
Gender Bonus Gap	69.77%	50.00%

Looking Forward

Over the next 12 months, we will continue our efforts to reduce the gender pay gap by focusing on three key areas: recruitment and progression, leadership diversity, and bonus fairness. These steps reflect our ongoing commitment to building a more inclusive workplace, ensuring fairness at every stage of an employee's journey with us.

The introduction of our new Applicant Tracking System (ATS) has already given us a much clearer picture of hiring and progression trends across the business. With better data at our fingertips, we can identify where imbalances exist and take targeted action to ensure fairer career opportunities for everyone. This means refining our hiring approach, removing barriers, and creating clearer pathways for progression, so that talent—regardless of gender—can thrive.

This year, we have also reached a significant milestone in achieving equal gender representation on our Senior Leadership Team (SLT). While this is a step in the right direction, we know that true progress comes from sustained effort.

We will continue to strengthen leadership pathways, ensuring that women at all levels of the business have access to development, mentorship, and career opportunities that support their growth.

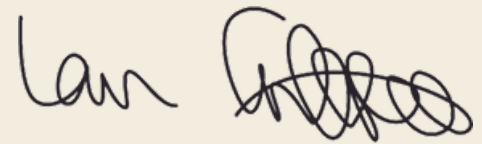
Alongside this, we are reviewing our bonus structure to ensure a fairer, more transparent approach to performance-based rewards. We recognise that our gender bonus gap has widened, and we are taking steps to address this by implementing clearer criteria that directly link bonuses to performance rather than historical patterns. Our aim is to ensure that all employees, regardless of gender, have an equal opportunity to be recognised and rewarded for their contributions.

By focusing on better data, stronger leadership pathways, and a fairer approach to rewards, we are taking practical steps to create a more balanced and inclusive workplace. There is always more to do, but we are committed to making meaningful change and ensuring that everyone at Accent Catering has the opportunity to succeed.

Conclusion

Accent Catering Services Ltd remains committed to promoting equal opportunities and reducing the gender pay gap. While external societal factors influence our figures, we continue to focus on measures that promote fairness across all levels of the organisation.

We confirm that the information and data reported in this statement are accurate and reflect the situation as of the snapshot taken on 5 April 2024.



Ian Crabtree
Managing Director

