



Gender Pay Gap Report 2025

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 2025



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.



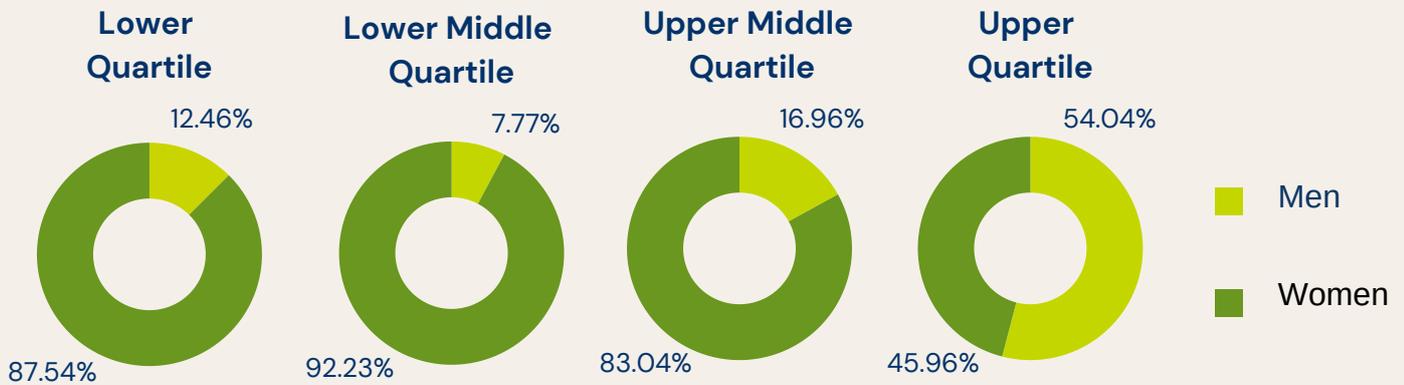
Our Numbers

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	25.36%	30.94%
Gender Bonus Gap	47.90%	33.33%

Looking Forward

Over the next 12 months, our efforts to reduce the gender pay gap will focus on four key areas that directly respond to this year's data, the changing legislative landscape, and what leading employers across our sector are doing to make meaningful, lasting progress.

Prepare For Mandatory Plans

The Employment Rights Act 2025 marks a significant shift in gender pay gap reporting. From April 2026, employers with 250 or more employees are encouraged to publish a voluntary equality action plan alongside their annual gender pay gap data. From 2027, this will become a legal requirement.

Rather than waiting for the obligation to arrive, we are committed to getting ahead of it. Over the coming year, we will develop a structured action plan that sets out the specific, evidence-based steps we are taking to address our pay gap, going beyond data publication to demonstrate meaningful accountability. This approach positions Accent Catering as a proactive, responsible employer and ensures we are fully prepared for mandatory compliance.

Menopause Support Policy

Alongside gender pay gap action plans, the Employment Rights Act 2025 will also require employers to publish menopause support strategies. With over 70% of our workforce being women, many of whom are of working age, where menopause is a relevant factor, this is not simply a compliance issue; it is a genuine retention and wellbeing priority.

We will develop and publish a menopause support policy that sets out the practical support available to employees, including flexible adjustments, access to occupational health guidance, and a commitment to open, stigma-free conversations in the workplace. Retaining experienced women in Band C and D roles is central to improving our upper quartile representation, and meaningful menopause support is one of the most direct ways we can protect that progress.

Looking Forward

EXIT INTERVIEW GENDER ANALYSIS

This year, we will begin capturing and analysing gendered data from our exit interview process. Understanding whether women – particularly those in Band C and D roles – are leaving the business at higher rates than men, and why, is essential to diagnosing the structural barriers that drive our pay gap.

This is a low-cost, high-value intervention. If we identify that women are exiting senior or upper-middle roles more frequently, we will be able to respond with targeted action rather than general intent. The data we gather will directly inform our equality action plan and shape how we approach progression and retention in the future.

BONUS ELIGIBILITY COMMUNICATIONS

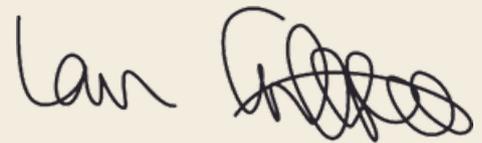
Bonus eligibility at Accent Catering is linked to specific roles – primarily Chef Managers and head office positions – rather than being applied universally across the workforce. Eligibility can therefore change from year to year as employees move into or out of these roles.

To ensure that all employees in bonus-eligible positions are fully aware of their entitlement, we will introduce a clear annual communication confirming which roles carry bonus eligibility for that year. We'll issue this at the start of each bonus cycle so employees who recently moved into eligible roles aren't disadvantaged by a lack of awareness. This is a straightforward step that improves the fairness of access without altering the structure of the scheme itself.

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 2025.



Ian Crabtree
Managing Director

