FOREWORD

T(n)S Catering Management’s median gender pay gap figure is 16.15%. It’s interesting to note that this is better than the National figure which is 17.9%. However, we know there is more we need to do.

The T(n)S Gender Pay Gap highlights the averages paid to Women & Men across all of our sites, including Head Office. However, it’s not an indication of actual rates of pay for both sexes who do work of an equal value.

Women make up the greatest number of our employees, and there are a greater proportion of them in more senior roles at site level e.g. Chef Managers where they make up 62%. But, more of our most senior (& highest paid roles) are currently Male and it’s this that influences our gender pay and bonus differences.

We are fully committed to working with current & future employees to decrease our gender pay gap.

Phil Tyas
Director

Tim Smith
Director
GENDER PAY GAP REPORTING

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report confirms the situation in the pay period in which 5 April 2018 (the ‘snapshot’ date) fell and is based upon the information contained within our HR and payroll records in that period. We will publish this report on our own website and the government’s Equality Office website.

The figures on the next page show the difference between the average earnings of men and women in our organisation. We will not be publishing individual employee data.

The mean average is calculated by adding all of the individual hourly rates or bonus values for males and then females and then dividing the totals by the number of employees.

The median average is calculated by sorting the list of hourly rates or bonus amounts from the lowest value to the highest value for males and then females. The median value is the middle value from this list.

It is important to note, that in order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each pay quartile.

However, T(n)S Catering Management Ltd are committed to our Equal Opportunities & Diversity Policy.
GENDER PAY GAP FIGURES 2018

Proportion of Men and Women in each Four Quartiles Pay Bands

The average pay quartiles are calculated by again sorting the hourly rates for all staff male and female from lowest to highest and splitting the list into four equal sections. The first quartile is the lower end of the hourly rates and the fourth quartile is the higher end of the hourly rates.

- **1st Quartile**: Female 89.85% Men 10.15%
- **2nd Quartile**: Female 71.87% Men 28.13%
- **3rd Quartile**: Female 73.44% Men 26.56%
- **4th Quartile**: Female 51.57% Men 48.43%

Difference in Pay of Men & Women

- **Difference in mean (average) hourly pay of men and women:**
  - Women are paid **24.37%** lower than men
  - Difference in median (middle) hourly pay of men and women:
  - Women are paid **16.15%** lower than men

Percentage of Men & Women Receiving Bonuses

- **Women**
  - Percentage of Woman receiving bonuses 15.43%
- **Men**
  - Percentage of Men receiving bonuses 25.51%

Difference in mean (average) bonus pay of men and women:

- Women are paid **20.72%** lower than men

Difference in median (middle) bonus pay of men and women:

- Women are paid **33.34%** lower than men

UK National Median Gender Pay Gap

- Women are paid **17.9%** lower than men

Women are paid

- **24.37%** lower than men
- **16.15%** lower than men
- **17.9%** lower than men

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Percentage of Men receiving bonuses 25.51%

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We are a forward thinking independent catering management company who look to challenge the 'status quo' by innovative thinking as well as local fresh food sourcing with a wealth of experience in all sectors of our market. We pride ourselves upon our passion for good food and service and build strong relationships with all of our clients. We believe that this has been the driving force in the success of our company. We operate over 90 catering contracts throughout the UK servicing Business & Industry, Care Sectors and Education.