



# Gender Pay Gap Report 2022

# Foreword



At **CH&CO**, promoting and supporting a diverse and inclusive workforce is integral to the success of our business. We recognise the importance of enabling our people to achieve and exceed their potential and the impact this can have on our performance as a group.

Women make up 59% of our workforce and the gender pay gap is one of the reports that we use to measure inclusion at CH&CO. We're pleased to report that in the last year our gender pay gap has decreased by 5.7%.

The education sector makes up a third of roles in the lower quartile and these positions tend to be more attractive to women with family commitments as they offer greater flexibility and opportunities for part-time and term-time roles. This has meant that significantly more women than men have always been represented in the low quartiles. However, over the last year we have successfully recruited more men to the lower two quartiles, increasing their representation by 20%.

Whilst our improvements are encouraging, we recognise that all the while there is a gender pay gap there is still work to be done. As a business, we have a responsibility to broaden our efforts to neutralise the gender pay gap that currently exists within CH&CO. There is no instant solution and realising our goals will take time, but we are committed to working towards a fair and inclusive workplace for all that supports both progression and lifestyle/family commitments.

A handwritten signature in black ink, appearing to read 'Bill Toner'.

Bill Toner, Chief Executive Officer

I can confirm that the gender pay data contained within this report is accurate.

# gender pay gap reporting explained



Gender Pay Gap legislation requires employers with a headcount of 250 or more, to calculate and publish their gender pay gap data on an annual basis. The calculations are based on data at 5th April each year, which is called the snapshot date. The information that employers are required to publish is as follows:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• The percentage of men and women in each of the four pay bands, known as quartiles. These figures will demonstrate how the gender pay gap differs according to levels of seniority.</li></ul>   | <ul style="list-style-type: none"><li>• The mean and median gender pay gap using hourly pay. These figures will demonstrate the average gender pay gap for hourly pay across the organisation as a whole.</li></ul> |
| <ul style="list-style-type: none"><li>• The percentage of men and women receiving bonus pay. These figures will demonstrate how the gender pay gap differs when looking at the distribution of bonus payments made in the 12 months leading up to the snapshot date.</li></ul> | <ul style="list-style-type: none"><li>• The mean and median gender pay gap using bonus pay. These figures will demonstrate the average gender pay gap for bonus pay across the organisation as a whole.</li></ul>   |

The gender pay gap figures can be found published on the employers Company website as well as the **Government website:**

<https://gender-pay-gap.service.gov.uk/>.

# gender pay gap reporting explained cont.

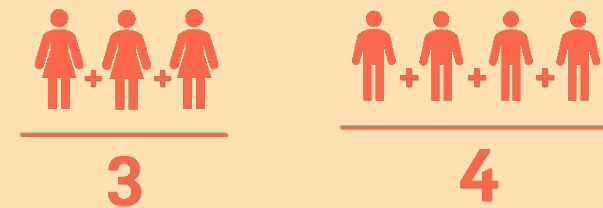
## What's the difference between Gender Pay Gap and Equal Pay?

The gender pay gap shows the difference in the average pay between men and women in an organisation, which is expressed as a percentage of the average male earnings (e.g. women earn x% less/more than men).

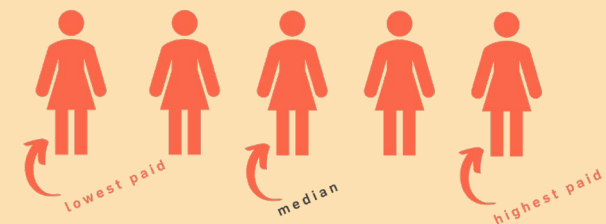
Equal pay is a legal requirement to pay men and women the same for performing equal work unless any difference in pay can be justified, which is governed by the Equality Act 2010.

## What's the difference between 'mean' and 'median'?

The "mean" average for the gender pay gap is determined by adding up the hourly pay/bonus pay and then dividing the result by the number of employees. For example:



The "median" average for the gender pay gap is determined by sorting all of the hourly pay/bonus pay from smallest to largest and then selecting the employee in the middle of the range. For example:



# CH&CO at a glance

CH&CO Catering Limited had 6741 “relevant” employees on the 5th April 2022 (the snapshot date). The term “relevant” excludes those who were on leave and those who were receiving less than full pay on the snapshot date (e.g. holiday, family friendly leave, sickness leave etc.).

41% men

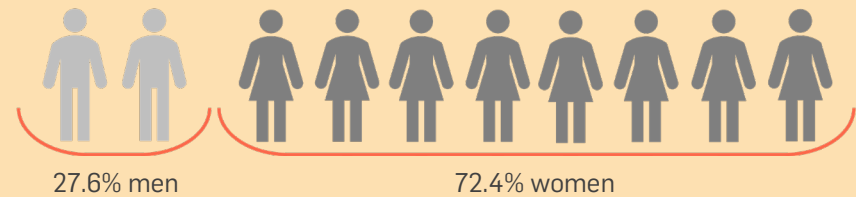


59% women

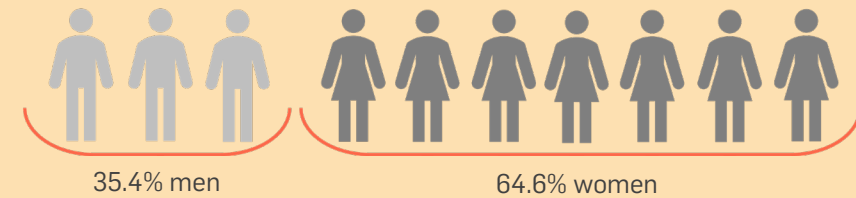


## Percentage of men and women in each pay quarter

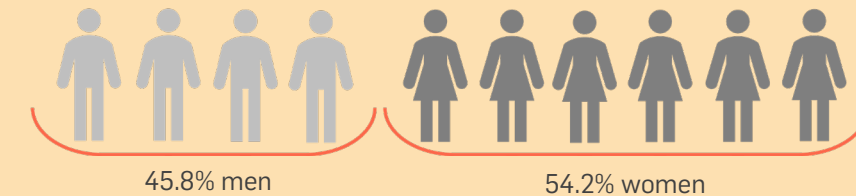
### lower quartile



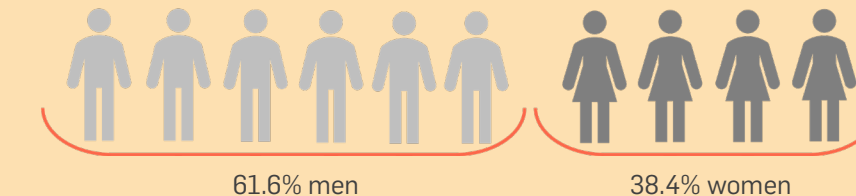
### lower middle quartile



### upper middle quartile

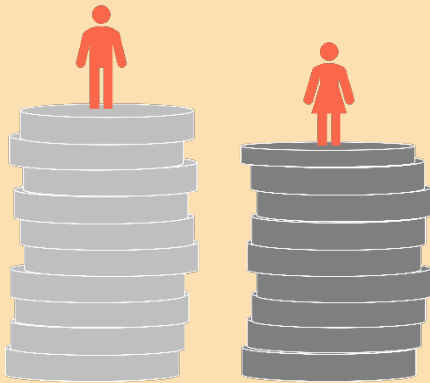


### upper quartile



# gender pay gap

## Mean Gender Pay Gap using Hourly Pay



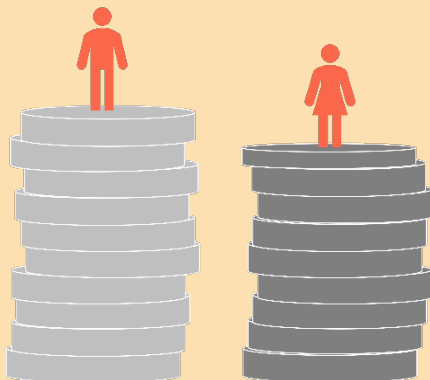
Men earn **14.6% more** than women across the Company

Per Quartile	Mean gender pay gap
Lower pay quartile	Men earn <b>0.6% less</b> than women
Lower middle pay quartile	Men earn <b>1.3% more</b> than women
Upper middle pay quartile	Men earn <b>1.2% more</b> than women
Upper pay quartile	Men earn <b>0.7% less</b> than women

## Gender Pay Gap by Age

Age	Mean gender pay gap
<21	Men earn <b>the same as</b> women
21 – 30	Men earn <b>5.7% more</b> than women
31 – 40	Men earn <b>14.5% more</b> than women
41 – 50	Men earn <b>20.1% more</b> than women
51 - 60	Men earn <b>18.5% more</b> than women
>60	Men earn <b>10.5% more</b> than women

## Median Gender Pay Gap using Hourly Pay



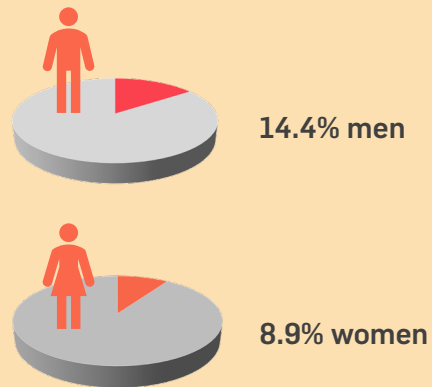
Men earn **13.2% more** than women across the Company

Per Quartile	Median gender pay gap
Lower pay quartile	Men earn <b>the same as</b> women
Lower middle pay quartile	Men earn <b>3% more</b> than women
Upper middle pay quartile	Men earn <b>1.3% more</b> than women
Upper pay quartile	Men earn <b>1.3% more</b> than women

Age	Median gender pay gap
<21	Men earn <b>1.2% less</b> than women
21 – 30	Men earn <b>0.9% more</b> than women
31 – 40	Men earn <b>17.9% more</b> than women
41 – 50	Men earn <b>22% more</b> than women
51 - 60	Men earn <b>20.2% more</b> than women
>60	Men earn <b>15.2% more</b> than women

# gender pay gap

## Percentage (%) receiving Bonus Pay



## Mean Gender Pay Gap using Bonus Pay



Men earn **24.6% more** than women across the Company

Per Quartile	Mean gender pay gap
Lower pay quartile	Men earn <b>24.4% more</b> than women
Lower middle pay quartile	Men earn <b>6.9% more</b> than women
Upper middle pay quartile	Men earn <b>0.6% less</b> than women
Upper pay quartile	Men earn <b>23.2% more</b> than women

Age	Gender Split for Bonus Pay Received
<21	50% men, 50% women
21 – 30	46.9% men, 53.1% women
31 – 40	54% men, 46% women
41 – 50	58.8% men, 41.2% women
51 - 60	48.6% men, 51.4% women
>60	42.9% men, 57.1% women

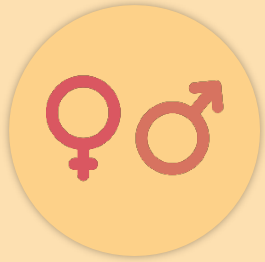
## Median Gender Pay Gap using Bonus Pay



Men earn **30.7% more** than women across the Company

Per Quartile	Median gender pay gap
Lower pay quartile	Men earn <b>the same as</b> women
Lower middle pay quartile	Men earn <b>4.8% more</b> than women
Upper middle pay quartile	Men earn <b>the same as</b> women
Upper pay quartile	Men earn <b>15.9% more</b> than women

# gender pay gap analysis



Nearly two thirds of our workforce consist of women, however the gender pay gap exists primarily as a result of there being less females in senior leadership roles.

Flexibility within our entry level positions attracts predominantly female candidates. This is particularly true in our Education sector, where part-time and term-time roles are prevalent. This sector alone makes up a third of the roles in the lower quartile and of these employees, 81.5% are female.

On a positive note, we have seen an increase in the number of men employed in the lower two quartiles of 20% since 2021.

We have also noticed that the gender pay gap is at its highest in the age ranges where women are most likely to have family commitments – 31-40 and 41-50. According to the World Economic Forum (May 2022) some studies have shown that the 'motherhood penalty' makes up 80% of the gender pay gap. *Joeli Brearley, author of The Motherhood Penalty: How to stop motherhood being the kiss of death for your career*, said: "There really isn't a huge gender pay gap for women in their 20s and below, and you start to see the gender pay gap widening from the age of about 30 to 33. It really takes a jump and increases from there."

Mothers returning to work after a period of time away from the business are more likely to adopt a flexible working pattern, which enables them to meet the demands of caring for their family. We are committed to offering flexible working at all levels, where possible, but this inevitably impacts pay and the gender pay gap. In addition, as mentioned before, the more adaptable roles also tend to be found within our Education sector where the roles are predominantly in the lower quartile.





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