

Gender Pay Gap Report Year to April 2020



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require relevant organisations to report statistics relating to the staff employed each year.

The result of the 2019 / 2020 analysis of this data for our organisation is as follows:

	April 2020	April 2019
Median Pay Gap	19.9%	16.5%
Mean Pay Gap	16.7%	21.7%
Median Bonus Gap	20.6%	61.5%
Mean Bonus Gap	(161.7)%	(70.3)%

Pay Distribution; 909 (789 prior year) qualifying 'Relevant Employee' Team Members

Upper Quartile

	April 2019	April 2018
Male	35.9%	33.9%
Female	64.1%	66.1%

Upper Middle Quartile

Male	15.4%	12.2%
Female	84.6%	87.8%

Lower Middle Quartile

Male	19.2%	5.8
Female	80.8%	94.2%

Lower Quartile

Male	14.4%	14.8%
Female	88.6%	85.2%

Company Commitment

abm catering limited continues to address the Gender Pay Gap at all levels of the organisation.

The Board of abm catering limited continues to regularly monitor the Gender Pay Gap Data and ensure positive actions are implemented and fully integrated into the business.