

Gender Pay Gap Report Year to April 2021



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 2020/2021 analysis of this data for our organisation is as follows:

	April 2021	April 2020
Median Pay Gap	23.9%	19.9%
Mean Pay Gap	22.6%	16.7%
Median Bonus Gap	(400.0)%	20.6%
Mean Bonus Gap	(291.1)%	(161.7)%

Pay Distribution; 762 (908 prior year) qualifying 'Relevant Employee' Team Members

Upper Quartile

	April 2021	April 2020
Male	31.0%	35.9%
Female	69.0%	64.1%

Upper Middle Quartile

Male	6.9%	15.4%
Female	93.1%	84.6%

Lower Middle Quartile

Male	6.9%	19.2%
Female	93.1%	80.8%

Lower Quartile

Male	5.8%	14.4%
Female	94.2%	88.6%

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.