

Gender Pay Gap Report Year to April 2023



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 2022/2023 analysis of this data for our organisation is as follows:

	April 2023	April 2022
Median Pay Gap	17.5%	24.9%
Mean Pay Gap	23.4%	26.1%
Median Bonus Gap	54.0%	34.9%
Mean Bonus Gap	(121.6)%	(64.1)%

Pay Distribution; 1,145 (1,041 prior year) qualifying 'Relevant Employee' Team Members

Upper Quartile

	April 2023	April 2022
Male	29.3%	29.6%
Female	70.7%	70.4%

Upper Middle Quartile

Male	6.3%	5.4%
Female	93.7%	94.6%

Lower Middle Quartile

Male	2.1%	4.2%
Female	97.9%	95.8%

Lower Quartile

Male	8.0%	3.1%
Female	92.0%	96.9%

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.