

Gender Pay Gap Report Year to April 2024

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 2023/2024 analysis of this data for our organisation is as follows:

	April 2024	April 2023
Median Pay Gap	15.4%	17.5%
Mean Pay Gap	24.0%	23.4%
Median Bonus Gap	50.6%	54.0%
Mean Bonus Gap	(44.4)%	(121.6)%

Pay Distribution; 1,427 (1,145 prior year) qualifying 'Relevant Employee' Team Members

Upper Quartile

	April 2024	April 2023
Male	27.0%	29.3%
Female	73.0%	70.7%

Upper Middle Quartile

Male	7.0%	6.3%
Female	93.0%	93.7%

Lower Middle Quartile

Male	3.6%	2.1%
Female	96.4%	97.9%

Lower Quartile

Male	6.4%	8.0%
Female	93.6%	92.0%

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.