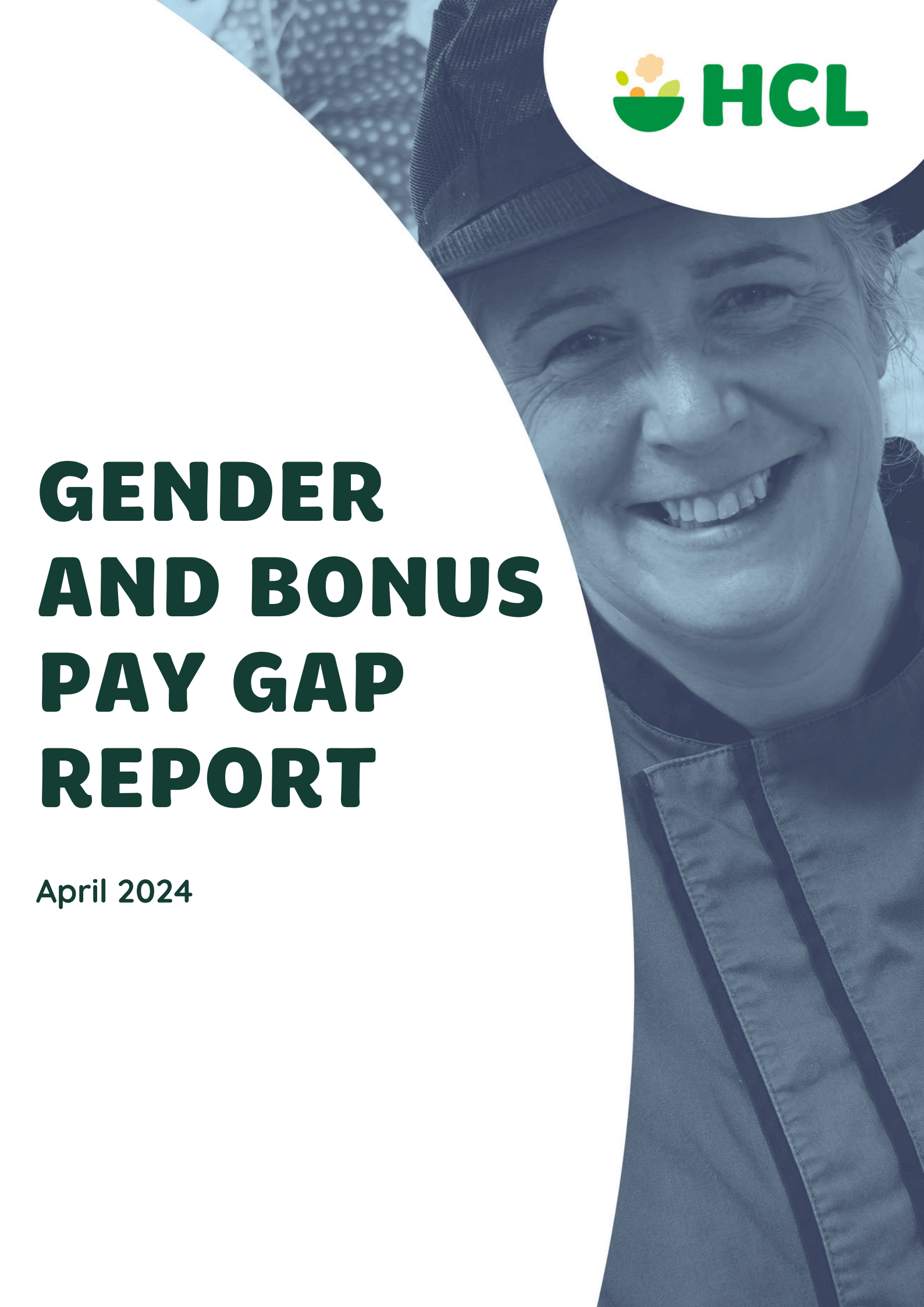




GENDER AND BONUS PAY GAP REPORT

April 2024



Introduction

From April 2017, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all organisations that have over 250 employees are required to annually publish calculations showing their gender pay gap.



HCL is primarily an educational catering business, providing catering in schools which operate on a term-time basis.

HCL's workforce consists of a significantly higher proportion of female than male employees, which is reflective of the industry more broadly, with the percentage of female employees being 96.4%.

Our Gender Pay Gap figures should be considered in context of this distribution.

HCL is committed to providing equality of opportunity to all our employees.

HCL GENDER PAY

We are proud that we operate a fair and transparent pay system, where all of our grades have salaries which fall between set bandings. We believe this supports fairness and indicates that we have equal pay for all employees regardless of gender.

During the reporting period, HCL had **1,641** employees. All calculations have been made in accordance with the Gov.uk Gender Pay Reporting Guidance, using an average of 30.44 days per month. All relevant employees, as defined by the legislation, have been included in the calculations. In line with the legislation, ordinary pay calculations account for reductions due to salary sacrifice.



96.4%



3.6%

Mean Gender Pay Gap

35.4%

AVERAGE: £1 for a man = 65p for a woman

A mean average gender pay gap involves adding up all the hourly rates and dividing the result by the number of staff

Mean Hourly Rate



£11.85



£18.34

Key findings: Gender Pay Gap:

At 35.4%, our gender pay gap data indicates an overall higher average hourly rate for males than for females. The median hourly rate for males is 33.6% higher than for females.

This means on average men are paid 35.4% more than women. Which means for every £1 a man earns, a woman will earn 66p.

Median Gender Pay Gap

33.6%

AVERAGE: £1 for a man = 66p for a woman

A median average gender pay gap involves listing all of the hourly rates in numerical order. If there are an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers

Median Gender Pay



£10.77



£16.22

Key findings: Gender Pay Gap:

The median pay gap shows that men earn a median of £16.22 per hour, while women earn £10.77 per hour, resulting in a difference of £5.45 per hour. This represents a 33.6% pay gap, highlighting the ongoing wage inequality between genders.

BONUS PAY

352 Employees received a bonus



336
21.1%



16
27.1%

MEAN BONUS

78.2%

MEDIAN BONUS

68.8%

AVERAGE BONUS



£300.00



£962.32

Key findings: Gender Bonus Pay Gap:

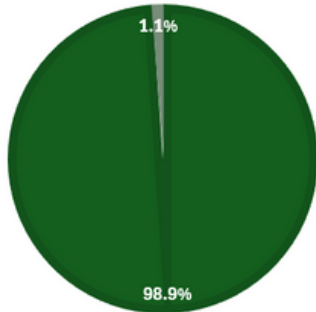
The bonus gender pay gap shows that out of 352 employees, 336 women (21.1%) and 16 men (27.1%) received a bonus. This indicates a higher percentage of men receiving bonuses compared to women.

The mean bonus gender pay gap is 78.2%, and the median bonus gender pay gap is 68.8%. On average, men received £962.32 in bonuses, while women receive £300, highlighting a significant disparity in bonus payments between genders.

GENDER PAY QUARTILES

LOWER HOURLY PAY QUARTILE

Female (273) Male (3)



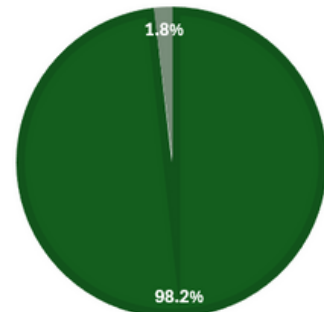
£10.42



£10.42

LOWER MIDDLE HOURLY PAY QUARTILE

Female (271) Male (5)



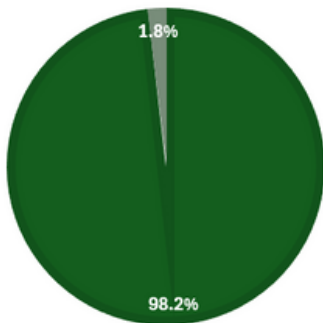
£10.59



£10.70

UPPER MIDDLE HOURLY PAY QUARTILE

Female (271) Male (5)



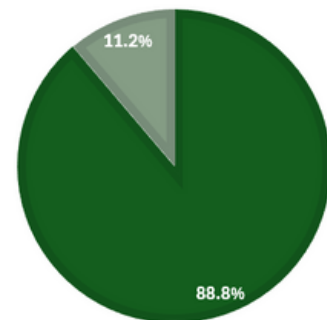
£11.61



£11.41

UPPER HOURLY PAY QUARTILE

Female (245) Male (31)



£15.08



£21.45

Key findings: Quartiles

Women form the majority in all four quartiles, with gender proportions aligning closely with the overall company profile. 98–99% of women in the lower three quartiles. In the upper pay quartile, women drop to 88.8% of the total, while men make up 11.2%, indicating a slight increase in male presence at higher pay levels.

KEYS OBJECTIVES FOR UPCOMING YEAR

- Identify areas where men are under-represented and review our recruitment and selection strategies in these areas. This will help in identifying and removing any obstacles deterring candidates from applying for specific roles.
- Encourage and review career and talent development. Provide more support, training and encouragement to employees to manage their learning and pursue opportunities to develop their skills, knowledge and experience.
- Ensure diversity in promotional materials/website, including internal staff communications. Support attraction and career progression where there is under-representation as the opportunity to do so becomes available. Continue to innovate and trial different ways of advertising employment opportunities to attract a diverse mix of candidates.
- Continue to monitor the Reward & Recognition Scheme for Operational Staff, to ensure there is no unconscious bias in nominations and approvals.
- Develop the Diversity & Inclusion Staff Group. To continue helping HCL identify and act on issues and feedback coming from staff, to embrace greater diversity and inclusion within the workforce.

Statement

I confirm that Hertfordshire Catering Limited has published accurate calculations in line with the mandatory requirements outlined in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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