

Elior UK Gender Pay Gap Report 2019

All companies with more than 250 employees have to report six gender pay statistics, including their gender pay gap, on an annual basis. Our ambition is to reduce our gender pay gap by removing barriers to career progression and giving women the opportunity to develop & progress throughout their careers. To achieve this, we're committed to continuously evolving & enhancing the ways we attract, engage and develop female colleagues across our business.

Our Gender Pay Gap Results

	Mean Gender Pay Gap	Median Gender Pay Gap
Elior UK Group	16.9%	15.5%
Caterplus Services Ltd	11.9%	17.9%
Edwards & Blake Ltd	22.0%	18.5%
Elior UK plc	14.1%	14.1%
Lexington Catering Ltd	8.6%	0.0%
Taylor Shaw Ltd	25.6%	19.3%

Mean – this is the average result, calculated by adding all hourly rates together and then dividing by the number of colleagues. The mean gender pay gap is the difference between the average male hourly rate and the average female hourly rate.

Median – this is the middle number in a sorted (ascending or descending) list of numbers. It's used because it's less likely to be skewed by few very high or very low results in a range. The median gender pay gap is the difference between the median male hourly rate and the median female hourly rate.

Our Gender Bonus Gap Results

	Mean Gender Bonus Gap	Median Gender Bonus Gap
Elior UK Group	36.0%	33.3%
Caterplus Services Ltd	-97.4%	20.0%
Edwards & Blake Ltd	95.7%	93.5%
Elior UK plc	37.0%	52.9%
Lexington Catering Ltd	-16.6%	25.0%
Taylor Shaw Ltd	14.1%	78.1%

Pay Quartiles

	Lower Pay Quartile		Lower Middle Pay Quartile		Upper Middle Pay Quartile		Upper Pay Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
Caterplus Services Ltd	70.3%	29.7%	83.5%	16.5%	57.9%	42.1%	49.7%	50.3%
Edwards & Blake Ltd	93.3%	6.7%	96.3%	3.7%	90.2%	9.8%	62.6%	37.4%
Elior UK plc	69.8%	30.2%	76.0%	24.0%	59.6%	40.4%	47.9%	52.1%
Lexington Catering Ltd	58.3%	41.7%	46.2%	53.8%	59.2%	40.8%	38.7%	61.3%
Taylor Shaw Ltd	97.3%	2.7%	97.7%	2.3%	96.9%	3.1%	83.3%	16.7%

The proportion of colleagues who have received a bonus payment

	Male	Female
Elior UK Group	13.6%	7.4%
Caterplus Services Ltd	5.0%	2.3%
Edwards & Blake Ltd	4.3%	7.2%
Elior UK plc	12.0%	8.0%
Lexington Catering Ltd	30.0%	30.1%
Taylor Shaw Ltd	1.8%	0.8%

Whole Company Quartiles for Elior UK Group

Lower Pay Quartile -
74.5% of our colleagues are female



Lower Middle Pay Quartile -
85.7% of our colleagues are female



Upper Middle Pay Quartile -
66.2% of our colleagues are female



Upper Pay Quartile -
50.2% of our colleagues are female



Quartiles are when all data is put into ascending order and divided into four equal parts.



We work in a diverse range of environments from reception services to catering facilities in care environments, education and Business and Industry, and the roles we offer reflect this. We have a high proportion of term time and part time roles across our business.



Around 41% of our roles are part time and predominantly filled by female colleagues. If we look at these part time roles specifically, we have a workforce that is 87.4% female & a median gender pay gap of only 2.3%.

In comparison, across our whole workforce the proportion of female colleagues is lower at 69.2%. This uneven distribution of female colleagues is one of the main factors behind our Gender Pay Gap.

Our Commitments

Learning and Development

- To build on the strengths and experience within our talented workforce. Encourage all colleagues to access the learning and development opportunities available to them and develop a culture of life-long learning.
- Continue to promote awareness of equality, diversity and inclusion through our Celebrate Equality campaign.

Two-way Communication

- Engage with colleague in a number of ways to ensure they can access the information they require and that we understand their aspirations and how we can help them fulfil their potential.

Provide Opportunity

- Ensure that opportunities to progress and potential career paths are widely shared throughout the business.

We continue to aim for and work towards a working environment where the opportunities and potential for each colleague is not defined by gender, or any other factor.



I confirm that all data in this report is accurate and has been calculated in accordance with the regulations.

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