



## Gender Pay Gap Report 2017

### Introduction

Companies with over 250 employees are required to report specific information regarding the pay gap between genders under the new gender pay gap legislation.

The date to which our report refers to is 5<sup>th</sup> April 2017

As a catering business we have a majority (96%) of employees engaged at our catering sites serving customers and preparing food. Our catering sites are predominantly schools and colleges (85%). Mellors workforce therefore has a strong weighting towards operational roles which are mainly held by women. This makes the statistical validity of any comparison based on gender challenging.

The split of Mellors employees is dramatic. Number of employees 1038

Full time:	Female	103	(10%)	Male	31	(3%)
Part time:	Female	882	(85%)	Male	22	(2%)
Total:	Female	985	(95%)	Male	53	(5%)

The averages in this report therefore is comparing the workforce of 95% female against 5% male.

Mellors gender pay gap identifies the average paid to men and women across Mellors Catering Services; it is not a comparison of pay rates for men and women doing work of equal value. At individual site level it is Mellors policy to transfer staff under current terms and conditions as per TUPE regulations, and all sites receive the same annual rate of pay enhancement, with recognition of National Living Wage and NJC pay reviews.

### Hourly Pay

The hourly pay for women is:

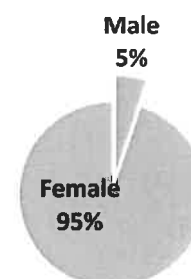
- o Mean hourly pay: 35.70% lower than that for men
- o Median hourly pay: 19.21% lower than that for men

Mellors Employee Diversity  
Total Number of Employees  
as at 5th April 2017 = 1038

### Pay quartiles

The proportion of women and men in each payroll quartile is:

Quartile	Men	Women
Upper	13%	87%
Upper Middle	4%	96%
Lower Middle	2%	98%
Lower	2%	98%



## **Bonus Pay**

The bonus pay for women is:

- 83.09% lower than that for men (mean bonus pay)
- 1.96% lower than that for men (median bonus pay)


The bonus schemes we operate vary across the different roles within our business.

## **Company Management**

The senior and management team consists of 10 employees of which 5 are female.

The Area Manager team of Mellors consists of 10 employees of which 4 are female.

Thank you for your time and consideration in reading this report. I confirm that the information contained within is accurate and in line with government reporting regulations.



Mark Timmerman  
Managing Director

Date of report 29.03.18