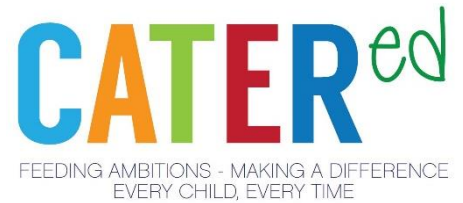


CATER^{ed} Limited

Gender Pay Gap Report



CATER^{ed} Limited has over 250 employees and is required by law to publish an annual gender pay gap report that details specific figures about our gender pay gap.

CATER^{ed} Limited is a local authority trading cooperative, formed on 01 April 2015, and jointly owned by Plymouth City Council (PCC) and 66 schools across the City of Plymouth.

CATER^{ed} Limited is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. CATER^{ed} Limited have maintained all previous terms and conditions of employment since stepping outside of PCC in 2015 and operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.

CATER^{ed} Limited is an accredited UK Living Wage employer.

Pay and Bonus

	Mean	Median
Hourly Pay	17.2%	24.9%
Bonus	0%	0%

The table above shows our overall mean and median gender pay gap based on hourly pay as the snapshot date of 05 April 2018.

The mean average standard hourly rate of pay for female employees is 17.2% **lower** than that of male employees with the median average standard hourly rate of pay for female employees being 24.9% **lower** than that of male employees.

CATER^{ed} Limited does not pay bonus payments to staff therefore providing a **nil return** for this data.

Pay Quartiles

A quartile is a pay bracket that represents a quarter of CATER^{ed} Limited's workforce. The quartiles are in ascending order by rates of pay. The charts below shows the split between male and female employees in each quartile from the lowest to the highest.

Quartile One
(Lower Quartile – lowest paid)



Quartile Two
(Lower Middle Quartile)



Quartile Three
(Upper Middle Quartile)



Quartile Four
(Top Quartile – highest paid)



CATER^{ed} Limited is confident that men and women are paid equally for doing equivalent jobs across the business. The gender pay gap is not a pay issue because our pay structure is gender neutral by design.

Our analysis of the mean hourly pay gap shows that our pay gap is driven by the structure of our workforce which consists of considerably more women than men across the business although this is beginning, albeit slowly, to change.

CATER^{ed} Limited will continue to take targeted action to reduce the gender pay gap through workforce planning processes, business-wide appraisals and staff development opportunities. Our Gender Pay Gap figures have been calculated using the mechanisms that are set out in legislation.

Signed:

A handwritten signature in blue ink, appearing to read 'Brad Pearce', written over a horizontal line.

Date 02 April 2019

Brad Pearce
Managing Director
On behalf of CATER^{ed} Limited