



Together works

At TNS Catering Management Ltd we are fully aware that our only real tangible asset is our colleagues, and it's these individuals and teams doing their best every day that helps us achieve success together.

We are rightfully proud of our reputation and the awards and accolades that prove we're an employer of choice and that working with us helps those individuals and teams reach their full potential.

Our teams are well represented by women throughout our organisation from Board Level to Site staff within the wider company.

Our female population also lead the way across our teams with all of our current apprenticeship learners being female.

In fact, women account for 68.52% of our entire workforce.

We're proud to work with all of our colleagues at our Head Office and client sites alike, and believe that every one of our colleagues should have an equal opportunity for training, development and progression throughout the whole organisation.

We know there is more that we can do and are keen to reduce our Mean, Median & Bonus Pay Gaps where possible and are fully committed to achieving parity where possible in these areas over the coming months and years.



Phil Tyas
Owner/Director

Tim Smith
Owner/Director





GENDER PAY GAP REPORT

As an employer of choice, we need to ensure that we continually self-evaluate and also work in partnership with our teams to always do what's right and is fair and equitable, maximising the potential of every individual and making sure everyone is rewarded equally and fairly for their participation in their duties.

68.52% of our workforce are women

16.67% on the Board Of Directors

100% of Line Managers at Head Office are women

75% of First Aiders and Fire Marshalls at Head Office are women

Report 2021-2022 tax year

OUR MEAN GENDER PAY GAP 27.33%

OUR MEDIAN GENDER PAY GAP 23.76%

OUR MEAN BONUS GAP 64.64%

OUR MEDIAN BONUS GAP 62.50%

FEMALES WHO RECEIVED BONUS 6.27%

MALES WHO RECEIVED BONUS 25.80%

PAY DISTRIBUTION	WOMEN	MEN
UPPER QUARTILE	43.43%	56.57%
UPPER MIDDLE QUARTILE	59.18%	40.82%
LOWER MIDDLE QUARTILE	86.73%	13.27%
LOWER QUARTILE	85.71%	14.29%

