

OUR GENDER PAY GAP REPORT 2023



GENDER PAY GAP REPORTING

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report confirms the situation in the pay period in which 5 April 2022 (the 'snapshot' date) fell and is based upon the information contained within our HR and payroll records in that period. We will publish this report on our own website and the government's Equality Office website. The figures on the next page show the difference between the average earnings of men and women in our organisation.

We will not be publishing individual employee data.

The mean average is calculated by adding all of the individual hourly rates or bonus values for males and then females and then dividing the totals by the number of employees.

The median average is calculated by sorting the list of hourly rates or bonus amounts from the lowest value to the highest value for males and then females. The median value is the middle value from this list.

It is important to note, that in order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each pay quartile.

However, TNS - The New Standard are committed to our Equal Opportunities & Diversity Policy.



GENDER PAY GAP FIGURES 2023

Difference in Pay of Men & Women

Difference in mean (average) hourly pay of men and women:

Women are paid
23.86%
lower than men

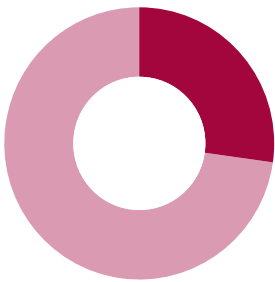
Difference in median (middle) hourly pay of men and women:

Women are paid
18.93%
lower than men

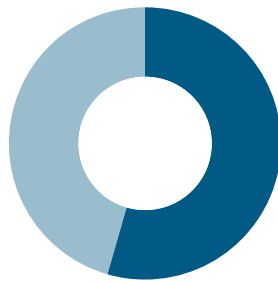
UK National Median Gender Pay Gap

Women are paid
14.3%
lower than men

Percentage of Men & Women Receiving Bonuses



Percentage of Woman receiving bonuses **27.39%**



Percentage of Men receiving bonuses **54.46%**

Difference in mean (average) bonus pay of men and women:

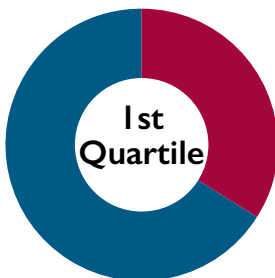
Women are paid
41.82%
lower than men

Difference in median (middle) bonus pay of men and women:

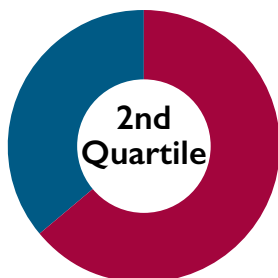
Women are paid
20%
lower than men

Proportion of Men and Women in each Four Quartiles Pay Bands

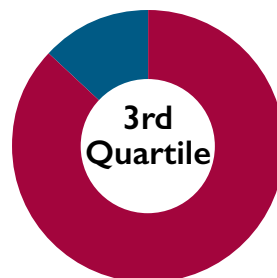
The average pay quartiles are calculated by again sorting the hourly rates for all staff male and female from lowest to highest and splitting the list into four equal sections. The first quartile is the lower end of the hourly rates and the fourth quartile is the higher end of the hourly rates.



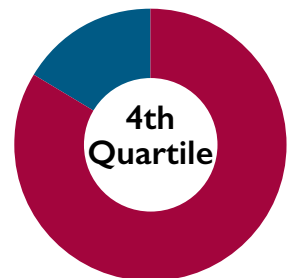
Female **34.12%**
Men **65.88%**



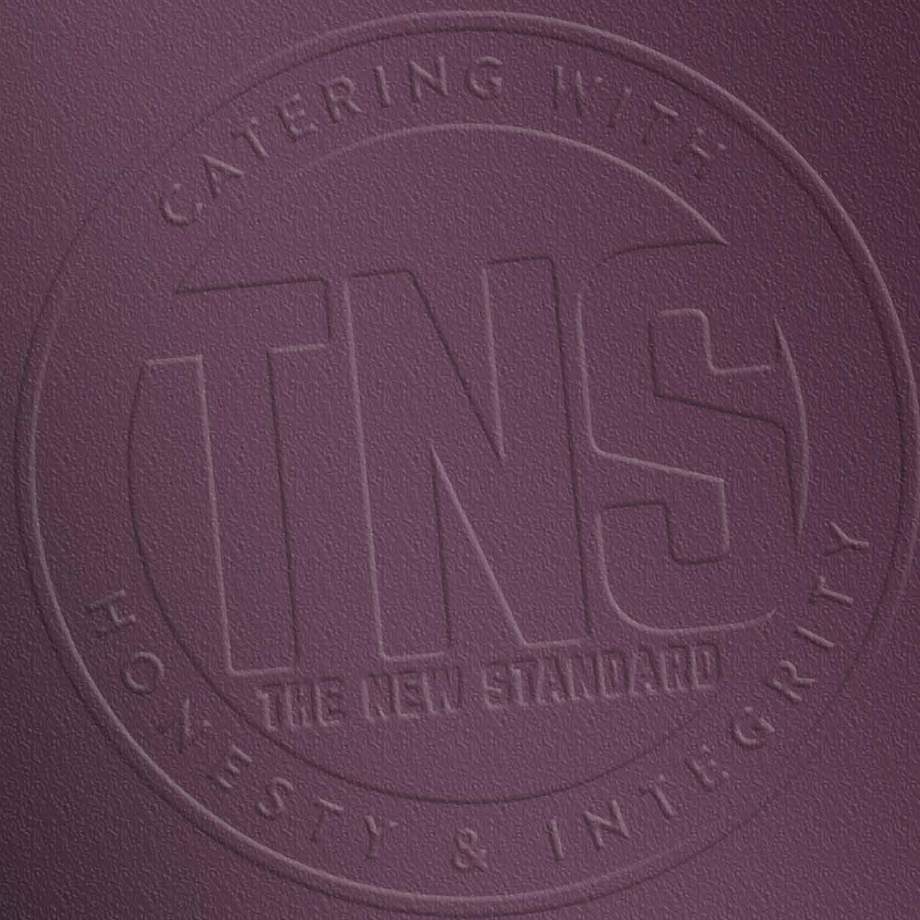
Female **63.95%**
Men **36.05%**



Female **87.05%**
Men **12.95%**



Female **83.73%**
Men **16.27%**



TNS - THE NEW STANDARD

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CATERING WITH HONESTY & INTEGRITY