



March 2022

## Connect Gender Pay Gap Report

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Connect has published its gender pay gap. The figures are based on 5th April 2021 payroll figures.

The results of this report have been reviewed by the Directors and have been viewed as a true representation of the employment figures within Connect.

Connect Catering work in a sector that is historically female dominated with employment gender figures within Connect showing an overall employment balance of 57.8% female and 42.2% male, 15% more females in the Connect workplace. Connect's results, when compared to April 2020, have changed by 5%, widening Connect's gender pay gap. However, when reporting the gender pay gap for 2020 Connect's figures had substantially improved from previous years, so we believe Connect will gain back the improvement with the ending of the Covid-19 pandemic.

### Hourly Rate

Difference in mean hourly rate of pay	5.7 %
Difference in median hourly rate of pay	18.2 %

### Bonus Pay

	Male	Female
Percentage of employees who received bonus pay	0.0 %	0.0 %
Mean gender pay gap for bonus		
Median gender pay gap for bonus		

### Employees by Pay Quartile

	Male	Female
Upper quartile	51.3 %	48.7 %
Upper middle quartile	43.6 %	56.4 %
Lower middle quartile	26.9 %	73.1 %
Lower quartile	34.6 %	65.4 %

## **What are the underlying causes of Connect's gender pay gap?**

The gender balance work pursued by Connect was hit hard with the Covid pandemic. Many sites were closed, and employees made redundant, which meant that company resources were re-routed to ensure safe workspaces in open sites whilst also keeping in contact with furloughed staff.

According to the law, men and women must receive equal pay for the same or similar work and we are confident this happens at Connect.

## **What is Connect doing about the gender pay gap**

Connect has set a goal to reduce the gender pay gap, and we are aiming to achieve parity in all areas. As Connect progresses out of the pandemic we are hoping to re-focus and develop the work on gender pay gap equality. Under our ISO 9001 we have a policy of reviewing and improving all our systems and policies every year, including equality bias identification.

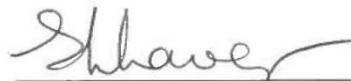
- Connect continue to assess the recruitment process to ensure that gender bias is removed. Connect's recruitment aim is to operate a gender-neutral recruitment process. The introduction of standard questions within the recruitment process shows signs as to working in the removal of gender bias in this process.
- Connect's recruitment process includes a skill-based assessment, with set tasks and scoring. We have found this to be a reliable and impartial tool within the recruitment process. Connect have consistently operated a skill-based assessment for all roles.

We, Kate Bendall and Louise Laver, Joint Managing Directors, confirm that the information in this statement is accurate.

**Signed:**



*Kate Bendall*  
Joint Managing Director, Connect Catering Ltd



*Louise Laver*  
Joint Managing Director, Connect Catering Ltd