



March 2025

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 2024 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 60.06% female and 39.94% male, making 20% more females within Connect's business. Connect's results, show a widening of Connect's gender pay gap. It is felt that this is due to a change in the mix of sites Connect now work with following covid. Additionally men are now more attracted to contract catering management as it's ethos has now changed to more fresh food and due to the hours of work offered. The Directors are committed to ensuring that the pay gap is narrowed and will be looking at turnover, sickness etc to better understand the dynamics behind the

Hourly Rate

The mean hourly rate of pay gender pay gap	10.79 %
The median hourly rate of pay gender pay gap	16.73 %

Bonus Pay

The mean bonus gender pay gap	-17.07%	
the median bonus gender pay gap	0%	
	Male	Female
Percentage of employees who received bonus pay	68	62.77

Employees by Pay Quartile

	Male	Female
Upper quartile	39.7 %	60.3%
Upper middle quartile	48.8%	51.2%
Lower middle quartile	17.6%	82.4%

	Male	Female
Lower quartile	30.7%	69.3 %

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

The gender balance at Connect Catering has improved in certain sectors of the gender pay gap. The predominance of women in the lower 2 quartiles may be a reflection of the family demands on females, such as caring. The upper and upper middle quartiles are significantly more balanced, with the upper middle quartile only 1.2% away from parity.

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. Previously the company has had a negative gender pay gap and has attempted to alter this through the processes mentioned below, Connect will look at continuing this to correct the widening pay gap this next year. Connect is focusing on reducing the gender pay gap, by reviewing procedures. 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 by training managers and aligning recruitment processes. We are expecting that the review of standard questions within the recruitment process will result in a reduction of gender bias.
- 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.

Liz Mbaziira, HR Director, confirms that the information in this statement is accurate.

Liz Mbaziira

Liz Mbaziira
HR Director

Date: 01/03/2024