

The background is a solid blue color. It features several overlapping rounded rectangular outlines. One is white, one is green, and one is a lighter blue. The text is centered within the white outline.

# THE POWER OF BEING UNDERSTOOD

## GENDER PAY GAP REPORT 2017

P&A Food Management

25 June 2019



# GENDER PAY GAP REPORT FOR P&A FOOD MANAGEMENT

All data included within this report is based on a snapshot date of 5<sup>th</sup> April 2018.

This report has been produced by RSM ESL for P&A Food Management. The calculations attached are intended to assist P&A Food Management in complying with the Gender Pay Gap Regulations 2017.

## The mean gender pay gap

Mean gender pay gap %	41.79
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## The median gender pay gap

Median gender pay gap %	33.48
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## The mean bonus gender pay gap

Mean bonus gender pay gap %	51.03
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## The median bonus gender pay gap

Median bonus gender pay gap %	85.00
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## The proportion of males and females receiving a bonus payment

Males receiving a bonus payment %	8.11
Females receiving a bonus payment %	3.80



### The proportion of males and females in each quartile band

Males and females in the quartile pay bands; upper (U), upper middle (UM), lower middle (LM), lower (L)	Bands	Total no. employees in band	Males (%)	Females (%)
	U	74	32.43	67.57
	UM	73	10.96	89.04
	LM	74	2.70	97.30
	L	73	4.11	95.89

This published information is accurate and approved by:

.....  
Full Name of Signatory:

Job Title of Signatory:

RSM provide the calculations based on the data and information provided as per the assumptions agreement (Appendix 1) and it accepts no liability for the results, actions or inactions of the client.

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## FOR FURTHER INFORMATION CONTACT

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## APPENDIX 1

### THE CALCULATIONS ARE BASED ON THE FOLLOWING ASSUMPTIONS

(THIS APPENDIX DOES NOT NEED TO BE PUBLISHED - IT IS FOR INFORMATION

ONLY FOR P&A FOOD MANAGEMENT AND RSM HR. THIS AGREEMENT MUST BE

AGREED AND SIGNED BEFORE CALCULATIONS ARE SENT)

Payrolls	MYWWO MASJO
The total number of relevant employees used to produce this report is agreed and recorded as:	300
The total number of full pay relevant employees used to produce this report is agreed and recorded as:	294
For the purposes of Gender Pay Gap Reporting; 'full-pay relevant employee' means a relevant employee who is not, during the relevant pay period, being paid at a reduced rate or nil as a result of the employee being on leave.	
The included pay elements agreed and recorded as part of ordinary pay are:	Total Gross Bonus (paid in pay period) - no employee was paid in the month of April 2018
The included pay elements agreed and recorded as part of bonus pay are:	Bonus 12 Months (April 2017 - March 2018)

- The relevant pay period used for these calculations is the period in which the snapshot date falls.
- For the purposes of the ordinary pay calculations, all relevant employees were classified as salaried by P&A Food Management and treated accordingly as per the Gender Pay Gap Regulations 2017.
- The relevant bonus period is as per the Gender Pay Gap Regulations 2017 is stated as 'the preceding twelve months ending on the snapshot date' E.g. where the snapshot date is April 5<sup>th</sup> 2018, the relevant bonus period will be April 2017 to March 2018. P&A Food Management have provided 12 months worth of data preceding the snapshot date for RSM ESL

- In law, you are responsible for compliance with prevailing UK Employment Legislation including the Gender Pay Gap Reporting Regulations 2017. You acknowledge that while reports and advice provided by RSM may be a factor to take into account when deciding whether or not to proceed with a particular course of action, you shall be responsible for any commercial decisions that you make.
- RSM ESL have not advised on the number or composition of the reports required by P&A Food Management to fulfil its compliance obligation under the Gender Pay Gap Regulations 2017 and RSM ESL are only providing calculations based on the clients instructions to run figures for the payrolls stated in Appendix. RSM HR accepts no liability for non-compliance with the Gender Pay Gap Regulations in this respect.
- RSM ESL were provided with a list of employees and we have undertaken an analysis of who is a relevant employee based on the data provided by P&A Food Management for the purposes of the Gender Pay Gap Regulations 2017. The calculations have been based on the payroll data provided by P&A Food Management available for any employees being paid through the aforementioned payrolls on the snapshot date of 5 April 2018.
- P&A Food Management have provided information for determining who are full pay relevant employees. For the purposes of the calculations, RSM ESL have allocated full pay relevant status on the information provided by P&A Food Management as per the Gender Pay Gap Regulations 2017.
- The payroll elements have been included or excluded by P&A Food Management with advice from RSM ESL as per the Gender Pay Gap Regulations 2017.
- There are bonus elements appearing in the snapshot pay period and this analysis has been undertaken in line with the Gender Pay Gap Regulations 2017. Note - no employees were paid a bonus in the pay period of April 2018.

RSM ESL



Client Sign off





