Gender Pay Gap 2018

CGC Event Caterers is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2018.

- The mean gender pay gap for CGC Event Caterers is 21.9%.
- The median gender pay gap for CGC Event Caterers is 0.0%.
- The mean gender bonus gap for CGC Event Caterers is 70.9%.
- The median gender bonus gap for CGC Event Caterers is 75.6%.
- The proportion of male employees in CGC Event Caterers receiving a bonus is 31.2% and the proportion of female employees receiving a bonus is 30.1%.

Pay quartiles by gender

Band	Males	Females	Description
A	65.7%	34.3%	Includes all employees whose standard hourly rate places them above the upper quartile
B	29.3%	70.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	29.1%	70.9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	29.3%	70.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. CGC Event Caterers is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

CGC Event Caterers is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Darran Coulson, Senior Vice President of Operations, confirm that the information in this statement is accurate.