



# GENDER PAY GAP REPORT 2023/2024



- **Overview**
- 2023-24 Report
- Analysis
- Future Plans

## OVERVIEW

This report responds to the requirements of the Gender Pay Gap Information Act 2021 which requires organisations to report on their gaps in the hourly rates for different genders.

The calculations to inform this report are based upon employer payroll data drawn from a specific time period. For the purpose of this report the period covers 2023/2024.

Jubilee has identified the trends in pay between males and females across the hospitality and catering sectors in the range of roles we supply staff to fill their temporary staff requirements.

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## 2023/24 – CONTEXT

Attempts to rebuild the hospitality sector to its previous operating level, during 2003 and the early part of 2004, was impacted by factors such as high energy costs, rising inflation, escalating rent and housing costs.

These factors placed a burden on the hospitality sector and on the staff Jubilee was seeking to recruit.

The pattern of temporary work opportunities provided by the Company did however, return across a similar scope to the immediate pre-pandemic period.

These opportunities are spread across the hospitality sectors and contract catering sector. Hospitality staff are typically provided to hotels; restaurants and pubs. The contract catering sector includes schools, care homes, nursing homes and offices.

The majority of staff provided by Jubilee are temporary staff working varied hours, across a 7 day week, 52 weeks of the year.

In our last report we identified that males and females are drawn to different sectors due to the operating nature of the businesses we supply.

Therefore, catering in schools and offices have hours of work that are more family friendly to staff. Female workers are more drawn to these working environments to fit in with their family responsibilities. Hospitality roles in hotels and restaurants are less attractive to female workers due to the shift patterns.

## ANALYSIS

The workforce represented in this report is distributed as follows:

**Males - 63%    Females - 37%**

| PAY DIFFERENTIALS              |                                |                         |
|--------------------------------|--------------------------------|-------------------------|
| Male<br>Higher Than Female Pay | Female<br>Higher Than Male Pay | Role                    |
| 3%                             |                                | Barista                 |
| 3%                             |                                | Basic Bar Staff         |
| 5%                             |                                | Catering Assistant      |
|                                | 9%                             | Chef Consultant         |
| 1%                             |                                | Chef de Partie          |
|                                | 2%                             | Chef de Partie (London) |
| 8%                             |                                | Chef Manager            |
|                                | 2%                             | Cleaner                 |
| 5%                             |                                | Commis Chef             |
| 4%                             |                                | DBS Cook                |
|                                | 3%                             | Front of House          |
|                                | 1%                             | General Assistant       |
| 9%                             |                                | Head Chef               |
| 2%                             |                                | Junior Sous Chef        |
|                                | 1%                             | Kitchen Porters         |
| 1%                             |                                | Lead Chef               |
|                                | 4%                             | Pastry Chef             |
| 2%                             |                                | Senior Chef De Partie   |
| 3%                             |                                | Sous Chef               |
|                                | 6%                             | Waiting Staff           |

|                         | Average |
|-------------------------|---------|
| Female Average Age      | 43.8    |
| Male Average Age        | 41.5    |
| Average Pay Rate Male   | £13.72  |
| Average Pay Rate Female | £13.48  |

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## ANALYSIS

The data tables show the range of roles available to both male and female staff.

We find that offering the posts equally to males and females, the take up in some areas are more attractive to different genders.

The opportunity to earn the same pay is available but on balance we have found that there is a difference in take up.

The Barista role for example, has seen a high take up from male staff.

The pay available to both genders is the same and dependent upon the role they are seeking.

The client identifies the role required and Jubilee advertises the role equally to attract men and women.

There is no preference shown when offering the role to those on our register, availability of the worker to take up the role is the key factor in temporary assignments.

The analysis of the average pay rate for each gender shows that the differential is only slightly in favour of male staff by a difference of £0.24.

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## FUTURE PLANS

We are encouraged that the overall outcome indicates a similar average pay rate for both genders.

We do however intend to assess the pattern that has emerged for specific roles e.g. Head Chef or Waiting Staff.

We will further analyse these trends to assess the reasons behind these differences and seek in the next 12 months to address any inequalities in pay.