



GENDER PAY GAP REPORT

To 5th April 2019

INTRODUCTION

In accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 all organisations that have over 250 employees are required to annually publish their Gender Pay Gap. The Gender pay gap measures the difference between Men and Women’s average pay, regardless of their role or work level. Gender Pay gap is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value.

ALLIANCE IN PARTNERSHIP

Alliance in Partnership was established in 1998 and today serves more than 75,000 freshly cooked, nutritious and locally sourced meals a day in over 400 primary, middle and secondary schools as well as colleges throughout the UK.

RESULTS

The hourly pay for women is:

- Mean hourly pay : 23.64% lower than that for men
- Median hourly pay : 13% lower than that for men

	Female	Male	Female	Male
Lower quarter	297	0	100.00%	0.00%
Lower middle quart	298	0	100.00%	0.00%
Upper middle quarter	269	29	90.27%	9.73%
Top Quarter	259	38	87.21%	12.79%

KEY FINDINGS

As a catering business AIP’s workforce consists of a significantly higher proportion of female to male employees with female staff predominantly being the operational staff within sites, which is reflective of the industry more broadly.

At individual site level it is usual to transfer staff under current terms and conditions which means that TUPE is also a key factor in contributing towards creating the difference in our Gender Pay Gap.

STATEMENT

I confirm that Alliance In Partnership has published accurate calculations in line with the mandatory requirements outlined in The Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Angela Austin
Financial Director

12 March 2020