

LUNCHTIME CO[®]

Gender Pay Gap Report

**As at a snapshot date
5th April 2021**

UK employers with more than 250 colleagues are legally required to calculate and publish their Gender Pay Gap statistics.

Lunchtime Company welcomes this transparency, both internally and as part of a wider drive to improve equality in society.

For clarity, Lunchtime Company employs 88% women and 12% men. In terms of operational roles, such as Catering Assistants, 89% belongs to women. There is no gender pay gap within the operational workforce.

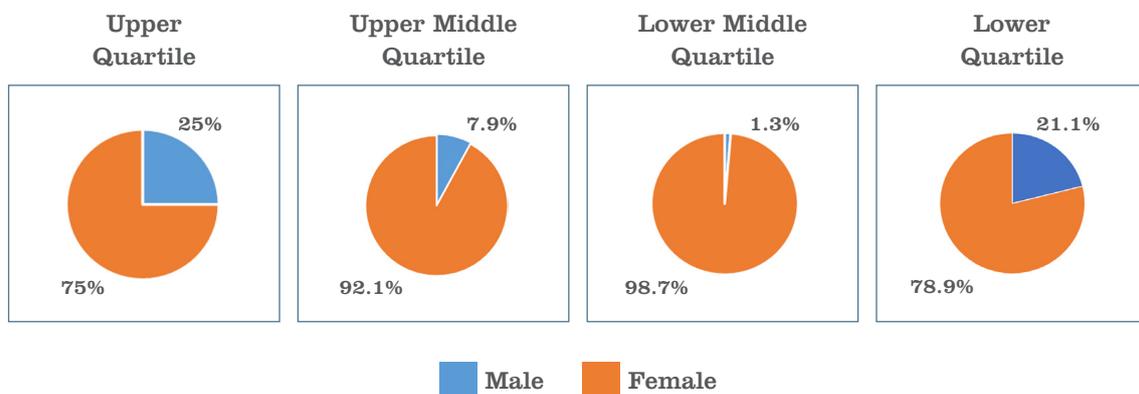
Management roles are split 67% women and 33% men. Remuneration for management roles is exactly equal. There is no gender pay gap within the management team.

However, when these figures are aggregated for both front line personnel and management personnel, using the required metrics, it results in an overall difference between pay for men and pay for women.

One person only (male) in the company is entitled to commission payments. Hence, the required metrics show a high discrepancy (100% - 0%).

Pay Quartiles

The charts below show the gender distribution at Lunchtime Company across 4 quartiles. Each quartile contains 76 employees.



Pay and Bonus Gap

The table below shows the mean and median average gender pay gap based on hourly rates of pay as at a snapshot date (5th April 2021). It also captures the mean and median difference between bonuses paid to Males and Females in the year ended 5th April 2021.

	The difference in the average hourly wage and bonus amount of all men and women across Lunchtime Co. (figures expressed as Male % greater than Female)	
Type of pay	Mean % (Average)	Median % (Middle)
Hourly fixed pay	17%	5.3%
Bonus Paid	100%	100%

The 100% bonus pay gap between bonuses paid to Males and Females is related to the nature of the job role of one person receiving a bonus as part of their T's & C's, opposed to the rest of our workforce not receiving a bonus as part of their T's & C's.

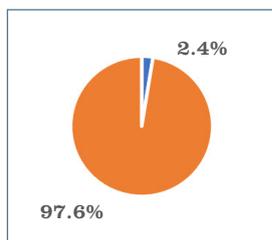
A bonus received in the snapshot date period has significantly increased hourly rate of the person receiving it and also influenced a gap between males' and females' hourly rate.

Proportion of Employees receiving a Bonus

Charts below show the proportion of employees receiving a bonus.

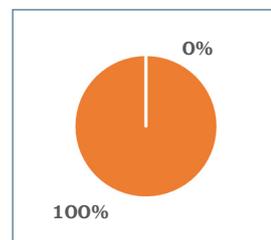
Male

Received a bonus 2.4%
No bonus 97.6%



Female

Received a bonus 0%
No bonus 100%



■ Bonus ■ No Bonus

At the date of the snapshot a few employees were still furloughed. It was reflected in our gender pay gap calculation for this period.

I confirm that the data in this report is accurate.
Justin Fairhall - Director

LUNCHTIME CO[®]

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