

Gender Pay Gap Report

Compass Ireland 2023

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Welcome from Deirdre O'Neill, Managing Director, Compass Ireland



People are at the heart of our business. Our talented teams shape our organisation and the experiences of our clients and consumers that we serve every day.

Our business spans across industries from full workplace catering to education and through our Levy Ireland business in sports and leisure.

Our culture is one to be proud of, we strive to create an environment where everyone can be themselves and thrive. Our people operate with respect, growth and teamwork as our core principles.

In the summer of 2022, Compass Group UK & Ireland launched 'Our Social Promise' - an aspiration to positively impact one million lives by 2030, from both within and outside the organisation through job creation, education, training, community and charitable engagement. Underpinning our Social Promise is representation and we are addressing the barriers to progression - particularly in relation to gender, race, and those from less advantaged and underrepresented backgrounds.

This commitment underlines why tracking progress is so important, so I am pleased to say that we are reporting improvement in the gender pay gap this year for Compass Ireland.

We have a predominantly female senior management team. As a passionate advocate for developing talent, I personally hope that, at a very practical level, we are good role models and constantly look to remove barriers, that can hold women back.

We have continued our vital work in driving the ED&I agenda forward, with initiatives led by our colleague networks. I was also thrilled to join the Women Mean Business network to support female talent outside of our company. We have also established a strong partnership with Holly White, who supports as our Vegan Culinary Ambassador. These are just a few examples of us championing this agenda.

I have been with Compass Ireland for almost 8 years and worked my way up the career ladder. I've been lucky enough to have brilliant mentors - both male and female - and I am passionate about creating opportunities, support and role models to help others.

There is always more to do and creating better diversity and enhancing our culture of course will always remain a priority. We work in a great organisation and our people are passionate about coming together to support each other and drive diversity and equality. We are moving in the right direction and with determination and commitment.

Deirdre O'Neill, Managing Director, Compass Ireland (right), at the WMB event



Welcome from Barry Storey, Managing Director, Levy Ireland



Levy Ireland was born in April 2022 when the experience of Fitzers Catering combined with the innovation of Levy UK + Ireland.

Entrepreneurial and trail blazing female energy is in our DNA, as Fitzers Catering was formed in 1986 by the Fitzpatrick sisters, Sharon and Paula. This powerful partnership between these two companies has created an exciting new offering to the market and our goal is to forge an indelible mark across the Irish hospitality and culinary landscape. Every day, our teams create incredible culinary experiences at some of Ireland's most remarkable venues and events.

As a father of two-daughters who are forging their own careers in their respective industries, I personally have a vested interest in ensuring that gender balance is high on our list of important company goals and more importantly that the legacy that Levy Ireland leaves behind ensures a better world for all.

At Levy Ireland, we truly understand that our goals cannot be achieved without the collaboration of our hardworking and determined teams and so "People" is one of the four governing pillars. This means we promote and continually strive to create a culture that understands and prioritises respect, inclusion, and integrity. We encourage our people to bring their "whole self" to their workplace and to embrace and understand that Levy Ireland is a place for everyone to feel themselves.

We celebrate the differences of people through various networks including Within, Ability, Pride in Food, You Matter and of course Women in Food. Levy Ireland has several dedicated members in our Women in Food Network and our target is to double that in 2024.

Since the formation of Levy Ireland, we have created an Executive Team that is 40% female and our Leadership Team is 30% female, both figures we are looking to increase in the future.

Our full-time staff ratio is made up of 50.6% female, which is growing year on year. Our culinary team currently stands at 26.6% female, four of which are commencing the Culinary Apprenticeship Programmes in 2024 and we have a firm focus on growing this number via our Apprenticeship Programme.

Recently, we were so proud when one of our female colleagues was recognised as Young Hospitality Manager of the Year at the Irish Hospitality Institute Awards 2023.

We have an incredible team of industry leading professionals with experience that spans decades. We are committed to and celebrate our People at every opportunity, at every level, in every venue, every day.



Our Gender Pay Gap

We are now in our second year of reporting, so it is positive to see that over the past year, our median and mean pay gaps have both reduced.

Our mean pay gap came down by almost a third from 9.8% in 2022 to 6.8% in 2023 – this is well below the latest Central Statistics Office 2022 data of 9.6%. Whilst our median pay gap is now down to 5.8% - almost halved from last year.

There is a more even distribution of male and female pay across the pay quartiles, in particular female representation in the upper quartile range increased to over 40% in 2023. To further reduce the pay gap we will continue to focus on activities that support the equal representation of males and females in roles within upper and upper-middle quartiles such as Management, Supervisory and Chef roles.

What has been great to see is that within our chef community, the pay gap significantly reduced from 21% in 2022 to 6% in 2023 as a greater proportion of females are in senior Chef roles. We know there is still a lot to do with representation overall in our industry to encourage female chefs into the sector, as they remain underrepresented.



Gender Pay Gap report 2023



Pay Distribution	Women	Men
Upper Quartile	41%	59%
Upper Middle Quartile	47%	53%
Lower Middle Quartile	51%	49%
Lower Quartile	60%	40%

	Mean Gender Pay Gap	Median Gender Pay Gap
Perm	7.6%	7.0%
Casual	0.8%	0.0%
Full Term	6.8%	5.9%
Fixed Term	-3.9%	-5.7%
Full Time	6.5%	5.1%
Part Time	-6.8%	1.4%

Bonuses and Benefits in Kind

% with bonus gap	-3.6%
Mean gender bonus gap	35.3%
Median gender bonus gap	80.2%
% with benefits in kind gap	-0.4%

What we're doing

Career Pathways

As an industry we often provide people with the vital 'first rung on the ladder'. As part of a barrierless sector where people don't need formal qualifications for many roles, we have a great opportunity to attract and develop people and at Compass Ireland, we have some fantastic examples of individuals who have trained on the job to build great careers.

Over the past year our internal Career Pathways platform has been rolled out within Compass Ireland, to support those who want to move up the organisation to a more senior role, across the organisation to a different role, or deepen expertise in their existing role to master their craft.

Available for all job levels across different disciplines and functions, colleagues can now choose their pathway online and work at their own pace to complete the training and development associated with this area of focus. This is all supported by their line manager and our learning and development team.

Apprenticeships

A huge part of our talent development is our focus on career opportunities, alongside learning and development, creating an environment where everyone can thrive and apprenticeships are key in this strategy.

We have created 'Food and Support Services Connected': an overarching commitment to the creation and development of new Apprenticeship and Qualification programmes for Compass Ireland. To deliver this, we have partnered with the City of Dublin Education Training Board to deliver two-year Commis Chef Apprenticeship programme for our employees in Dublin, with plans to roll out further regional programmes in Galway, Limerick, Cork and Belfast.

We offer a range of programmes, such as Commis Chef Apprenticeship, Chef De Partie Apprenticeship and a Sous Chef Level 8 Bachelor of Arts (Hons) in Culinary Arts.

Women in Food

We have an industry wide challenge around attracting and retaining female chefs.

That's why in 2016, our Women in Food Network was launched, with the focus of supporting women into culinary positions. It is run by colleagues for colleagues and since inception, the network has gone from strength to strength and continues to gain momentum.

As well as focusing on growing the female culinary talent within our business, it now seeks to represent women across Compass Ireland with a focus on celebrating and attracting diversity, supporting development at all levels, raising awareness of issues impacting women and creating a safe and supportive environment.



International Women's Day

To build on the success of our inaugural 2022 International Women's Day event, this year saw our teams organising another brilliant event to celebrate female talent.

We welcomed 50 esteemed guests to the iconic 5-star Merrion Hotel in Dublin for an afternoon of celebrating some of our country's finest female pioneers.

Each carefully curated element of the event was chosen to showcase female enterprise in all its glory, including: a 5-course tasting menu designed by Author, Broadcaster and Vegan Food Influencer, Holly White; the meal was cooked by a predominantly female Chef Brigade, including our very own Emma Jane Corscadden and Agnies Zka; and ingredients were supplied by some of the nation's finest female growers.





Holly White, supported at our International Women's Day event

Partnership with our Vegan Ambassador

This year saw a new partnership launched with our Vegan Ambassador, Holly White. A champion of plant-based cooking, Holly has supported Compass Ireland by working alongside our chefs to help develop a more varied plant-based food offering – which also supports our Net Zero commitments. So far this has seen her create 'inspired by' menus for chefs; created pop up restaurant offers within client sites and supported with Compass Ireland's Taste of Dublin sponsorship. Over the next few months, we have exciting plans to support this agenda further and enhance our plant-based menu innovation and reformulation.

Careers Hub

Supporting people from hard-to-reach groups and nurturing young talent is key to our people strategy. Compass Group UK & Ireland launched the Careers Hub in 2023, to support people from hard-to-reach groups into employment.

In Ireland to drive this agenda, we have partnered with 11 organisations who support those from ethnic minority backgrounds, refugee backgrounds, people with disabilities, those with convictions and those from disadvantaged areas.

Just some of these examples include working with Turas Nua, who deliver the National Employment Service

Women Mean Business

We have been working with Women Mean Business, the business platform for working women, and our MD, Deirdre has joined their network to support, meet and learn from others as an ambassador. At their awards event in October, we sponsored the Entrepreneur category, which featured a shortlist of truly talented women.

At the event Deirdre took part in a really insightful discussion "What is our why?", discussing motivations and drivers for female talent.



on behalf of the Department of Social Protection in the Southern counties of Ireland. Partnering with Open Doors, we have supported pathways to education, employment and entrepreneurship for marginalised people; and working with Business in the Community, we have given training and support to hiring managers to help them in interviewing, hiring and successful retention of a diverse and inclusive workforce.

In 2023 Compass Ireland has also supported TU Dublin Hospitality, Tourism and Culinary Careers Fair; Intreo Tallaght Work & Skills Campaign; and Intreo Coolock Work & Skills Campaign.

Supporting Female Career Growth & Development



Martina Flood, **Operations Director - Levy Ireland**

Martina Flood originally started her career in education teaching English and History. During her studies, she also worked in the hospitality industry to earn a bit more cash and had a flare for both. Her intention was to continue her teaching career, however Martina was approached about an amazing opportunity within the hotel she had been working in. This led to a decision to take a career break and a change in career trajectory.

After dedicating ten years to the hotel industry, Martina was successfully appointed to the then newly built and re-opening Aviva Stadium, previously Lansdowne Road. She commenced her role as Operations Manager and as an avid sports fan, it was the perfect fit. Martina was part of the original mobilisation team and she excelled in the role.

After two years, Martina was promoted to Head of Catering Operations, managing both Aviva Stadium & Horse Racing Ireland. Life then took another turn, when the opportunity arose for Martina to take on a role in Jockey Club Catering. Here as Regional General Manager (London), she looked after three racecourses. This allowed Martina to transfer her skill set and support in other venues such as Twickenham during the Rugby World Cup in 2015.

However, home was calling, as during her time in the UK, Martina was also juggling her busy career and a long-distance relationship. Eventually, the relationship won, and Martina returned home to get married and start her family. When she decided to return home, the expanded role of Head of Catering Operations was available and Compass Group Ireland knew she was the right fit. This new role meant she also started working across new business bids and widening Levy's footprint in Ireland.

Martina had her daughter as the world went into lockdown during the Covid19 pandemic. She spent her maternity leave adjusting to life as a mother and the challenges of lockdown and uncertainty this brought on the hospitality industry. On returning to work, the focus was on rebuilding her team, the morale and navigating the challenges and different ways of working.

In March 2022, Levy UK + Ireland acquired another catering company called Fitzers Catering and it formed the new Levy Ireland. Martina has recently been promoted to Operations Director of Levy Ireland. This role brings a new landscape and allows her to continue her career with Levy UK + Ireland.

She is passionate about supporting female progression in the industry and is a member of Compass' Women in Food community. She understands the complexities of being a working parent and wants to support others to progress in their careers, whilst also being around to support and care for their families.



Sarah Moynihan,
Head Chef - Compass Ireland

Sarah always aspired to forge a career in either teaching or Culinary Arts. While in college studying for her teaching qualification, Sarah was swept into the hospitality industry through a part-time job that should have been nothing more than a means to fund college life, but as Sarah excelled through the ranks, she began to re-evaluate her chosen path.

Sarah graduated from Athlone IT and began a long and successful career in Hotel and Restaurant Catering, later returning to education to achieve a BA in Culinary Arts and a Diploma in Applied Culinary Nutrition.

Working across several genres of the industry, Sarah jumped at the chance to take on the role of Executive Chef for a Contract and Event Catering Company. A very challenging yet rewarding journey, designing menus for festivals, running a successful Country House Café and specialising in marquee weddings and large corporate events.

In April 2023 she moved into the role of Head Chef, working in a team of 15 and managing the kitchen. She leads on culinary concepts catering for up to 650 people on site at peak times and creating the offers and delivery of special event catering, such as Cheltenham Week, Eurovision and football events, where they develop menus to celebrate and bring together the workforce on site. This position has allowed her to develop her people and management skills, as well as the culinary side of her role.

People and purpose are at the heart of what Sarah does. She believes in supporting others to thrive and be the best they can be at work emphasising the importance of career pathways and apprenticeships. She also champions local and seasonal produce and strives to maintain a sustainable approach.



Teresa O'Rourke,
Catering Assistant - Compass Ireland

At just 22, Teresa is still in the early days of her career. As her first job out of education, she has been with Compass Ireland for two years now. She works full time, between 7am and 3pm at a County Council client, feeding up to 600 people a day on site.

As an early riser, she likes to start the working day early and then collect her nephew from school at the end of the day and help care for him.

As the Catering Assistant, her main responsibilities include front of house management, such as tills, serving food and supporting other team members.

Teresa has taken on a supervisor course on Compass Ireland's Career Pathways platform, which is a mixture of online and in person learning, as well as taking on tasks as part of her day job. Her line manager supports her to complete the course and if any questions arise during the process. Having only started in June, she thinks she will complete the course this year with a view to stepping up into a supervisor role in the near future.

Teresa says she likes working under pressure and loves a challenge, so is keen to explore the many roles within Compass. To move onto the next stage of her career. Taking on a course through the Career Pathways route has helped her confidence and she thinks there will always be an opportunity for future development within the Compass family, so looks forward to what is ahead.

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About Compass Ireland

Compass employs 1,500 people across Ireland in a dynamic and diverse professional foodservices team. Our contract catering solutions are built on more than just excellent locally-sourced food. We have powerful client partnerships that are rooted in trust, and delivered by people who care.

Our people are supported to achieve personal goals and to reach their potential at every level. Developing our team, and promoting respect and inclusivity, strengthens Compass Ireland.

It is very much in our interest to develop talent. Practical solutions include funding a career pathways scheme, training courses, and a degree-level chefs apprenticeship. We build-in flexible working, additional leave, a menopause policy, and a can-do attitude, so that those committing to Compass can have the career and working life they aspire to.



About Levy Ireland

Levy Ireland is passionate about delivering legendary culinary experiences at some of Ireland's most remarkable venues and sporting events. Its talented team create menus and food experiences that feature fantastic seasonal dishes, with a strong focus on local sourcing and the best Irish ingredients.

Through powerful partnerships, Levy Ireland offers guests and clients an immersive, premium experience at all levels. Working with partners such as street food giant, KERB, and high performance bar specialists, Peppermint Bars, Levy Ireland can bring cutting-edge food and drink to the table, in unforgettable settings.





