



### **Gender Pay Gap Report - 2020**

Gender pay gap reporting shows the difference in the average pay between all men and women in a workforce. Calculations have been made in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS Guidance – Managing Gender Pay Reporting. Differences are expressed as a percentage of men’s earnings.

#### **Gender Pay Gap**

The Mean Gender Pay Gap	-4.90%
The Median Gender Pay Gap	4.00%

The results show a very small 3.63% mean gender pay gap in favour of men with median or mid-point indicating that both males and females on average are paid broadly the same rate, this had reduced compared to 2017.

#### **Bonus Gender Pay Gap (includes bonus & commission)**

The Mean Bonus Gender Pay Gap	26.00%
The Median Bonus Gender Pay Gap	50.00%

Our staff are not paid bonuses or commission

#### **Proportion of Gender Receiving Bonuses**

Proportion of males in the organisation receiving a bonus payment	12.7
Proportion of females in the organisation receiving a bonus payment	9

Our staff are not paid bonuses or commission

#### **Quartiles**

<b>Quartile Band</b>	<b>Male</b>	<b>Female</b>
Lower	30.00%	70.00%
Lower Middle	26.80%	73.20%
Upper Middle	31.70%	68.30%
Upper	31.00%	69.00%

The results show that there are significantly more females than males and a similar split of males and females in each quartile

#### **Additional Information**

The cleaning industry has historically attracted a large quantity of females and continues to do so thus making a predominantly female workforce which will significantly impact all aspects of gender pay. There is also TUPE (transfer of undertakings) regulations to be considered whereby any staff who are transferred have to have their pay rate and hours maintained by law. The vast majority of our staff are cleaning operatives. As such we have restricted opportunity to address a gender pay gap should it arise in this section of our workforce.

Our company prides itself on being an equal opportunities employer and under no circumstances would it award pay increases or furtherment of career dependent on gender. We do not make any decisions within our company based on race, religion, ethnic origin or gender.

**Statement**

I confirm that the information and data provided is accurate and in accordance with mandatory requirements.

PJK Tolan  
Director