



The UK Government has introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017.

This report sets out our results on the year to April 2020 together with contextual information.

Mean hourly pay difference between male and female colleagues	6.39%
Median hourly pay difference between male and female colleagues	1.80%
Mean bonus pay difference between male and female colleagues	94.79%
Median bonus pay difference between male & female colleagues	40.68 %
Percentage who were paid bonus pay within the 12 month period	Male 4.46% Female 4.15%
Gender pay splits	
Quartile 4 (highest)	Male 20% Female 80%
Quartile 3	Male 20% Female 80%
Quartile 2	Male 21% Female 79%
Quartile 1 (lowest)	Male 21% Female 79%

Notes :-

- We are an SME in the Cleaning Industry and the above figures are based upon a total workforce of 546 employees
- The majority of the Directors are male and this accounts for the small mean hourly difference of 6.39%
- There is a nominal median difference in the hourly rate between male and females because the majority of our staff earn the National Living Wage.
- The bonus difference has no credibility as the male difference is solely down to two of the male payments being incentivised payments based upon performance, whereas all the female bonuses were discretionary payments.
- The quartile analysis shows the females in ascendancy in all 4 quartiles, this simply reflecting the nature of our business.
- No further action in respect of Gender pay within the business is considered necessary.

This statement was approved by Andrew Parkin, Managing Director