



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 2022 together with contextual information.

Mean hourly pay difference between male and female colleagues	4.37%
Median hourly pay difference between male and female colleagues	1.29%
Mean bonus pay difference between male and female colleagues	81.11%
Median bonus pay difference between male & female colleagues	7.14%
Percentage who were paid bonus pay within the 12 month period	Male 4.44% Female 4.37%
<b>Gender pay splits</b>	
Quartile 4 (highest)	Male 19% Female 81%
Quartile 3	Male 26% Female 74%
Quartile 2	Male 16% Female 84%
Quartile 1 (lowest)	Male 14% Female 86%

Notes :-

- We are an SME in the Cleaning Industry and the above figures are based upon a total workforce of 479 employees
- The majority of the Directors are male and this accounts for the small mean hourly difference of 4.37%
- 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 mean bonus differences are driven by a single male employee who receives 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 reflects the nature of the available employment pool and the roles for which we recruit.
- As a result of the above no further action in respect of Gender pay within the business is considered necessary.

This statement was approved by Philip Lewis, Managing Director