

## Gender Pay Gap Report 2018

In April 2017, the UK government introduced a requirement for all employers with more than 250 employees to publish their gender pay gap figures on an annual basis. The regulations require us to publish six key pay gap figures comparing male and female pay. Our 2018 results can be found below.

We are proud that the results of our analysis not only place us in a strong position, especially when comparing our gender pay gap figures against that of the National average, but show an improvement on our 2017 figures. Diversity and inclusivity influences our policies and culture at all levels - and we continue to not discriminate for any position or for any reason, including race, religion, ethnic origin or gender. We pride ourselves on being an equal opportunities employer.

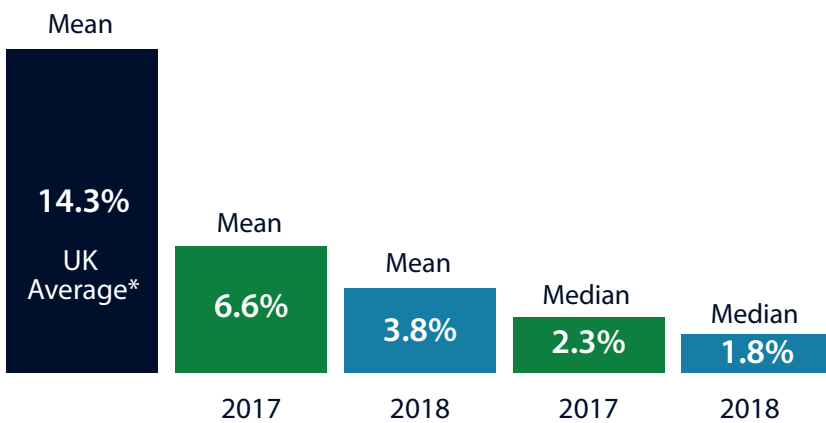
### Gender Pay Gap Figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive expressed as a percentage of men's pay.

The mean pay gap is the difference between average hourly rates of pay of men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly rates of pay of men and women. It takes all pay in the sample, lines them up in order from lowest to highest, and picks the middle-most pay.

These figures are provided in the chart below based on the hourly rate of pay as at 5th April 2018 and are substantially better than the National average for 2017. We have also displayed our figures from 2017 as a comparison to illustrate the reduced gap.

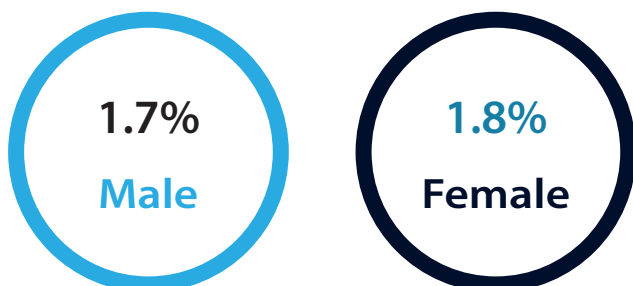


\*2017 National average. Source: Gender Pay Gap Service

*“ Pay awards and advancement within the company is NOT dependent on gender. ”*

### Gender Bonus Pay Gap Figures

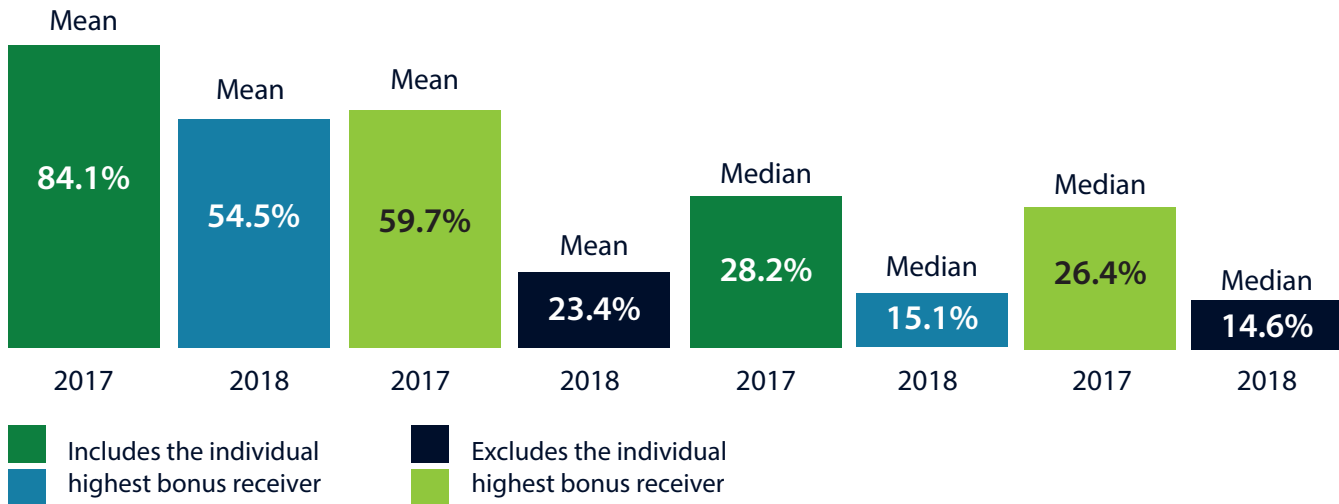
Proportion of male and female colleagues receiving a bonus payment.



### Gender Bonus Pay Gap Figures

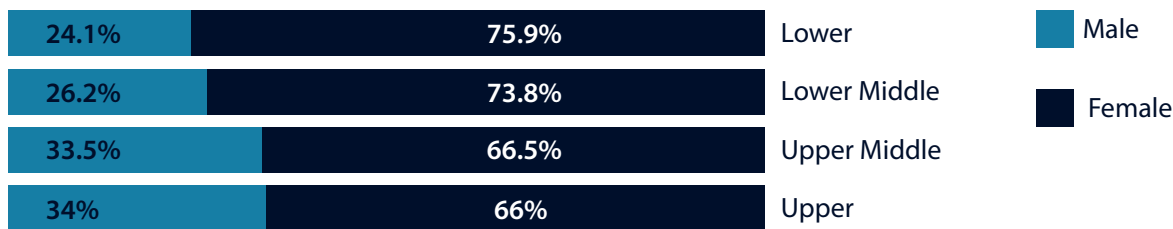
These figures are calculated in the same way as the hourly pay and are shown in the chart below for bonuses paid in the year to 5th April 2018. The results show a mean large bonus gender pay gap in favour of men. The calculation is heavily dominated by **one** role currently held by a man whose role and pay structure is of a different nature to the others. Therefore, we have produced figures that both include and exclude the highest bonus receiver.

The figures below include those from 2017 to show the significant gap reduction.



### Proportion of male and female colleagues in each pay quartile band

This chart shows the gender split when we list the hourly rate of pay from lowest to highest and group into four equal quartiles.



### Addressing the balance

The general workforce of the cleaning industry is historically largely female dominated and subject to TUPE regulations (transfer of undertakings). Under TUPE, cleaning staff are transferred by law, maintaining pay rates and hours, from one cleaning provider to another when a contract is awarded or reassigned. The vast majority of our workforce is made up of cleaning operatives and, under TUPE regulations, there is restricted opportunity to address a gender pay gap should one arise in this section of our workforce.

We would like to build on our success in addressing diversity in our organisation. We will do this by continuing to further reduce the pay gap by carrying out annual employee assessments and work to improve our flexible/agile working, retain our gender neutral recruitment processes and continue to support all of our working parents by promoting our family friendly policies and guidance.

We will continue to monitor the representation of women within senior roles and plan progression so that we do not miss out on any talent. We are focussed on attracting and employing the best talent available to ensure that our organisation thrives, delivers the best possible service and achieves the highest of standards across the country.

*"I confirm that the information and data provided in this report is accurate and in accordance with the provisions of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."* David Froude, Director