



GENDER PAY GAP REPORT

5th APRIL 2020

The Gender Pay Gap is the difference in average earnings between men and women. As a company, we are committed to reducing the Gender Pay Gap as much as is possible.

Below we have detailed our Gender Pay Gap results and narrative.

	Male	%	Female	%	Total
Total Employees	438	50%	442	50%	880

PAY

	Male	Female	% Difference
Mean	£10.04	£9.48	5.6%
Median	£9.69	£9.54	1.5%

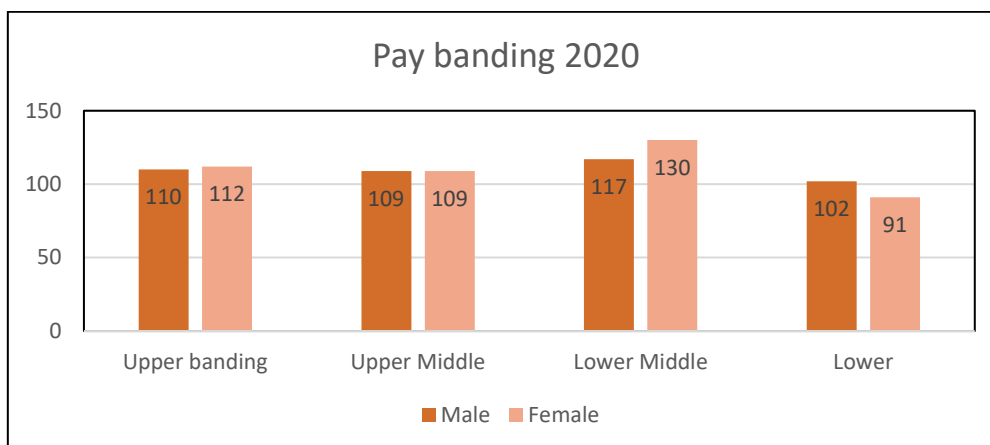
Mean = Average difference in pay based on each male colleagues hourly rate added together and divided by the total number of male colleagues and each female colleagues hourly rate added together and divided by the total number of female colleagues.

Median = Hourly rate of pay at the middle point of the total number of male and female colleagues.

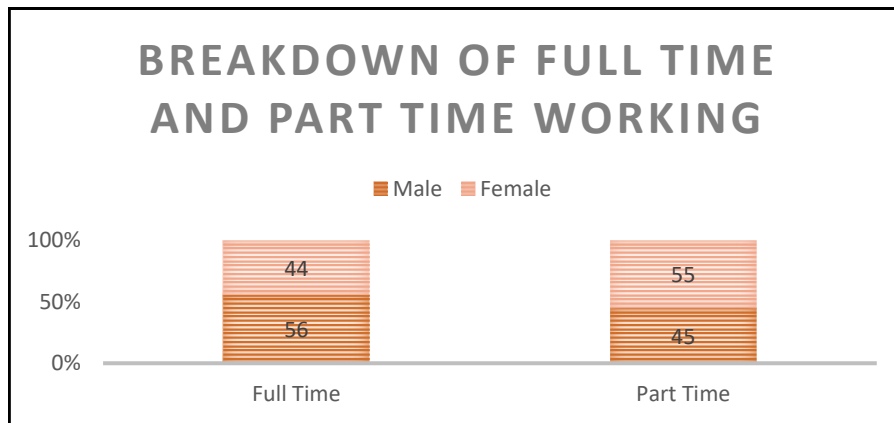
This means that on average female colleagues at Regular Cleaning earn 5.6% less than male colleagues. In 2018 the average for the UK was 17.9%

PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	110	112	50%	50%
Upper Middle (50-75%)	109	109	50%	50%
Lower Middle (25-50%)	117	130	47%	53%
Lower (0-25%)	102	91	53%	47%
TOTAL	438	442		



From the data we can see that the percentage of male to female colleagues remains equal in each quartile.



Reasons for slight differentiation between male and female employee pay

- We have a higher percentage of male directors to female directors.
- We have a higher percentage of male managers to female managers.
- We have a higher percentage of male mobile supervisors to female mobile supervisors.
- We have a higher number of male colleagues working full time.

Our strategy for closing this gap

- We work with all our clients to move towards paying London Living Wage or above to ensure that all roles within the business are fairly paid
- We are committed to creating inspiring stories about our colleagues to encourage more female colleagues into higher paid roles within the business
- Our L&D team are working with colleagues to increase their knowledge and skills to ensure they are ready for promotions when the opportunity arises
- Continue to interview a mix of males and females for each vacancy
- Continue to use structured interviews and job fit assessments when recruiting
- Continue to advertise salary bandings for positions where this is applicable

BONUS - We do not receive bonus payments.

	Male	Female	Difference %
Mean	0	0	0
Median	0	0	0
Number receiving bonus	0	0	
% receiving bonus	0%	0%	

These calculations are an accurate representation of our Gender Pay Gap as at 5th April 2020.

Gemma Bowers
HR/L&D Director



CHARTS COMPARING THE GENDER PAY GAP FOR EACH YEAR OF REPORTING

