

GENDER PAY GAP REPORT

5th APRIL 2017

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	352	50	352	50	704

PAY

	Male	Female	% Difference
Mean	£10.41	£10.37	0.37
Median	£9.16	£8.72	4.87

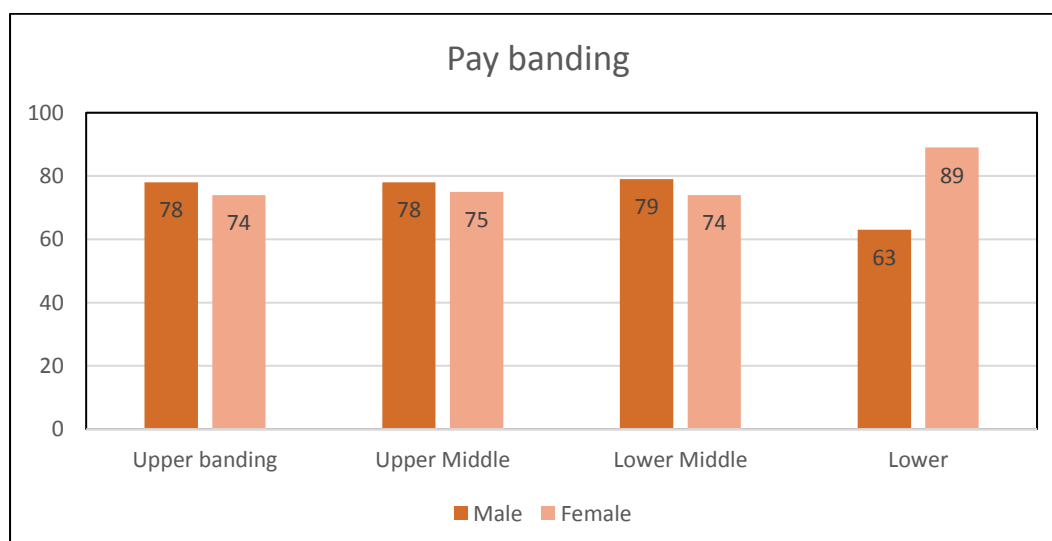
Mean = Average difference in pay based on each male employee's hourly rate added together and divided by the total number of male employees and each female employee's hourly rate added together and divided by the total number of female employees.

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

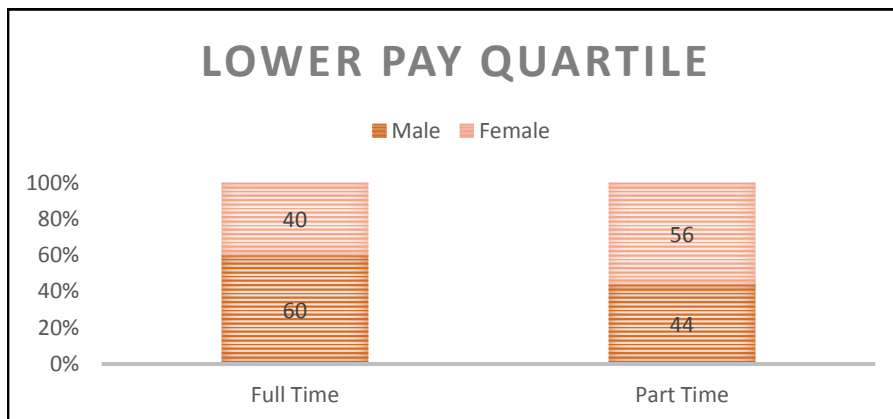
This means that on average female employees at Regular Cleaning earn 0.37% less than men. In 2016 the average for the UK was 18.1%

PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	78	74	51 %	49%
Upper Middle (50-75%)	78	75	51 %	49%
Lower Middle (25-50%)	79	74	52 %	48%
Lower (0-25%)	63	89	41%	59%
TOTAL	298	312		



From the data we can see that we have a higher number of female employees in the Lower quartile than male employees.



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 supervisors to female supervisors.

We have a higher number of female cleaning operatives to male cleaning operatives.

Our strategy for closing this gap

- We are analysing applicants for all Supervisor, Management and Director roles to identify if a particular gender applies for a particular role and ratio of male to female applicants. We will then look at our recruitment procedures to see if we can identify any areas for improvement.
- We have also invested in our Learning and Development department in order to improve our employees' career development and progression within our company.
- We have more female cleaning operatives than males which tends to be a lower paid role. More males work in full time cleaning operative roles which can be higher paid roles. As we are Living Wage Suppliers and we are working with our clients to try to increase our cleaning operative's pay to London Living Wage.

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 2017.

G Bowers

Gemma Bowers
HR/L&D Director