



GENDER PAY GAP REPORT

5th APRIL 2022

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	427	50%	430	50%	857

PAY

	Male	Female	% Difference
Mean	£11.99	£11.59	3.3%
Median	£11.05	£11.05	0%

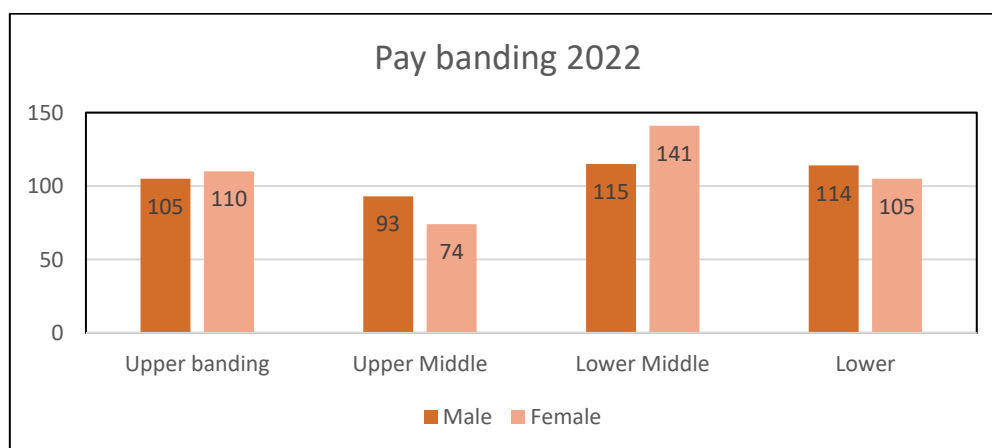
Mean = Average difference in pay based on each male colleagues hourly rate added together and divided by the total number of male colleagues and each female colleagues hourly rate added together and divided by the total number of female colleagues.

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

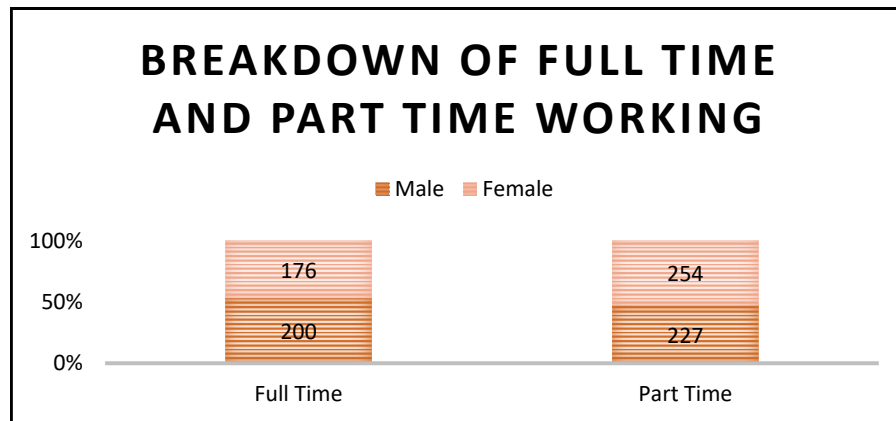
This means that on average female colleagues at Regular Cleaning earn 3.3% less than male colleagues. In 2022 the average for the UK was 12.9%

PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	105	110	49%	51%
Upper Middle (50-75%)	93	74	56%	44%
Lower Middle (25-50%)	115	141	45%	55%
Lower (0-25%)	114	105	52%	48%
TOTAL	427	430	50%	50%



From the data we can see that the percentage of male to female colleagues is relatively equal in each quartile. With the biggest difference being between Upper and Lower Middle Quartiles.



Reasons for slight differentiation between male and female employee pay

We have a higher percentage of male executives to female executives.

We have a higher percentage of male managers to female managers.

We have a higher percentage of male assistant contract managers to female assistant contract managers.

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 Development and Wellbeing team are working with colleagues to increase their knowledge and skills to ensure they are ready for promotions when the opportunity arises
- > Launching our mentoring scheme to encourage and ensure promotion from within
- > Have a clear succession plan and clear routes for progression in place for all colleagues
- > 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
- > Continue to work with primary carers to find reasonable adjustments to ensure they are able to work and provide care to their dependants
- > Regular salary benchmarking to ensure pay remains fair and competitive

BONUS - We do not receive bonus payments.

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

These calculations are an accurate representation of our Gender Pay Gap as at 5th April 2022.

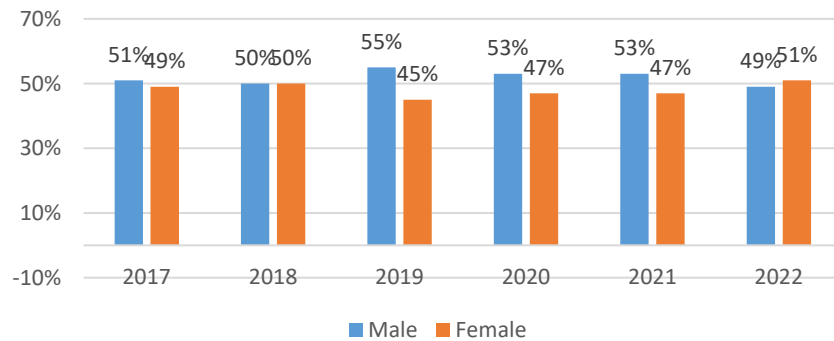
A handwritten signature in blue ink, appearing to read 'G Bowers', with a stylized, cursive script.

Gemma Bowers
Chief People and Culture Officer

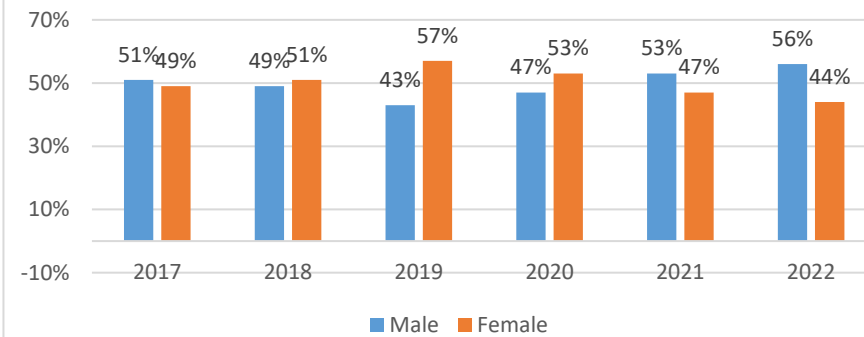


CHARTS COMPARING THE GENDER PAY GAP FOR EACH YEAR OF REPORTING

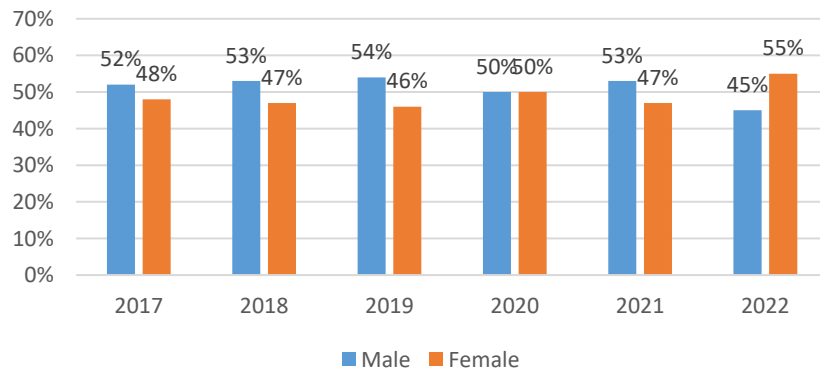
Upper Banding



Upper Middle Banding



Lower Middle Banding



Lower Banding

