

**Ideal Cleaning Services Limited**

**Gender Pay Reporting Statement**

**April 2018**

From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Ideal Cleaning's staff are divided into two distinctly different payrolls, one is for the cleaning operatives, made up of 783 relevant employees, working on average 12.37 hours per week, and another payroll for 29 mainly full time managers and directors.

The two payrolls combined produce an unusual report, in that the mean and median gender pay gaps are very different.

The median results are heavily influenced by the 783 operative employees, 96% of the total number of employees.

**Gender Pay Gap Reporting**

The following results have been calculated at April 2018, in line with mandatory requirements.

**Hourly Rate Averages**

Mean Males	12.04	Median Males	7.55
Mean Females	8.75	Median Females	7.52
Mean Difference	27.3%	Median Difference	0.4%

**Bonus Averages**

Mean Males	0.00	Median Males	0.00
Mean Females	0.00	Median Females	0.00
Mean Difference	0.00	Median Difference	0.00

Total men receiving a bonus	0	Percentage of men	0.00
Total women receiving a bonus	0	Percentage of women	0.00

Quartiles	Men%	Women%	Number of	
			Men	Women
Upper(75 - 100%)	37.4	62.6	71	119
Upper middle(50 - 75%)	30.0	70.0	61	142
Lower middle(25 - 50%)	25.4	74.6	86	252
Lower(0 - 25%)	12.5	87.5	1	7

**Key Findings: Gender Pay Gaps**

Ideal's overall median gender pay gap of 0.4% is significantly lower than the ONS estimated national average of 17.9%.

**Operatives Payroll**

The operatives payroll has a mean gender pay gap of 5.4% and a median gender pay gap of 0.7%. The difference in mean and median gender pay gaps, is influenced by around 10 full time(40 hours a week) operatives, 100% male, who are engaged in a heavier industrial type of cleaning, compared to the remaining workforce.

**Salaried Payroll**

The salaried payroll has a mean gender pay gap of 36.9% and a median gender pay gap of 36.0%.

**Statement**

I confirm that Ideal Cleaning Services Limited is committed to the principle of gender pay equality and has produced this report in line with mandatory requirements.

Gavin Ingle  
Finance Director  
April 2019