

Ideal Cleaning Services Limited

Gender Pay Reporting Statement

April 2020

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 2019, in line with mandatory requirements.

Hourly Rate Averages

Mean Males	13.64	Median Males	8.83
Mean Females	9.81	Median Females	8.66
Mean Difference	28.1%	Median Difference	1.9%

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	Number of
			Men	Women
Upper(75 - 100%)	37.1	62.9	72	122
Upper middle(50 - 75%)	24.1	75.9	49	154
Lower middle(25 - 50%)	23.3	76.7	47	155
Lower(0 - 25%)	21.7	78.3	44	159

Key Findings: Gender Pay Gaps

Ideal's overall median gender pay gap of 1.9% is significantly lower than the ONS estimated national average of 17.9%.

Operatives Payroll

The operatives payroll has a mean gender pay gap of 4.1% and a median gender pay gap of 1.7%.

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 29.7% and a median gender pay gap of 20.0%.

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
October 2021