



GENDER PAY GAP REPORT

5th APRIL 2023

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	446	46%	523	54%	969

PAY

	Male	Female	% Difference
Mean	£13.13	£12.45	5.2%
Median	£11.95	£11.80	1.3%

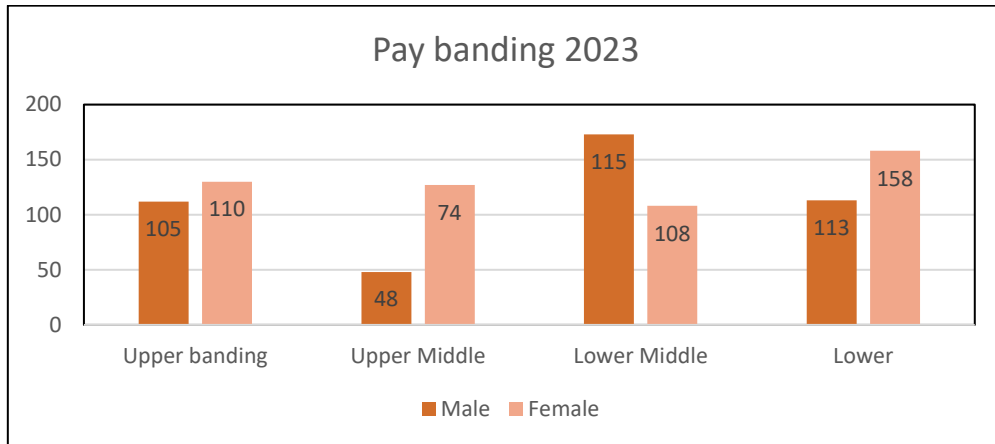
Mean = Average difference in pay based on each male colleagues hourly rate added together and divided by the total number of male colleagues and each female colleagues hourly rate added together and divided by the total number of female colleagues.

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

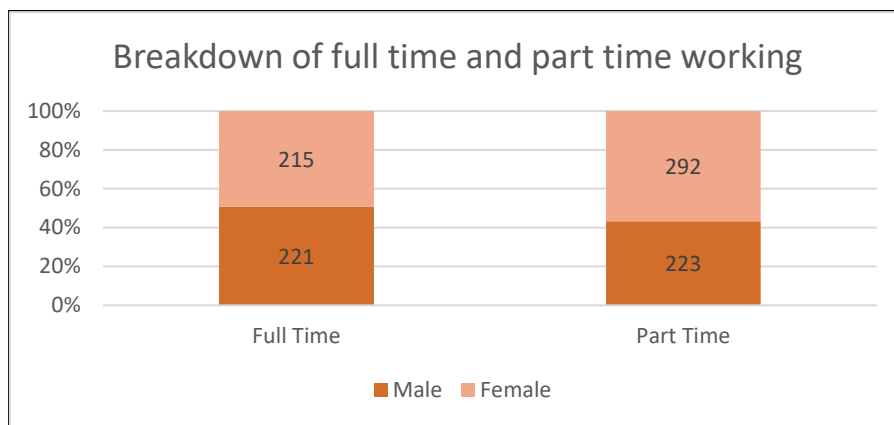
This means that on average female colleagues at Regular Cleaning earn 5.2% less than male colleagues. In 2023 the mean gender pay gap for the UK was 12.67% and the median gender pay gap is 13.65%. Meaning that Regular Cleaning are closing the pay gap between males and females, being significantly far ahead of the rest of the UK.

PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	112	130	46%	54%
Upper Middle (50-75%)	48	127	27%	73%
Lower Middle (25-50%)	173	108	62%	38%
Lower (0-25%)	113	158	42%	58%
TOTAL	446	523	46%	54%



We continue the trend of having more females than males in the Upper and Upper Middle Pay Quartile which is really encouraging. In fact the only banding where there are not more women is the Lower Middle Quartile.



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 percentage of male site managers to female site managers

We have a higher percentage of females in administrative positions

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
- > Our mentoring scheme encourages and ensures promotion from within
- > Have a clear succession plan and clear routes for progression in place for all colleagues
- > As we have grown we have welcomed more females into our SLT, middle management teams and site based management teams.
- > We have less of a gap between male and female full time colleagues with 49% being female.
- > We have a higher number of female colleagues than male colleagues with 57% of part time colleagues being female. Part time roles tend to be lower paid.
- > 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 2023.

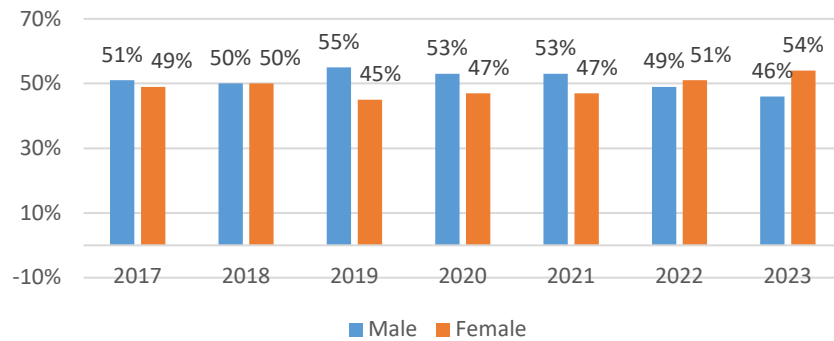


Gemma Bowers
Chief People and Culture Officer

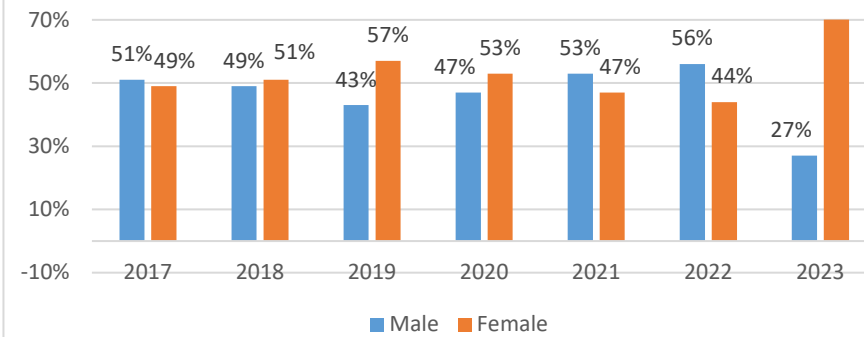


CHARTS COMPARING THE GENDER PAY GAP FOR EACH YEAR OF REPORTING

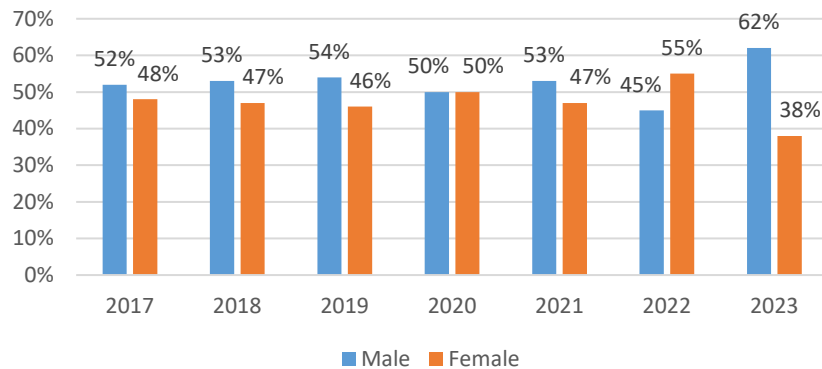
Upper Banding



Upper Middle Banding



Lower Middle Banding



Lower Banding

