

Ideal Cleaning Services Limited

Gender Pay Reporting Statement

April 2023

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 735 relevant employees, working on average 14.72 hours per week, and another payroll for 34 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 735 operative employees, 96% of the total number of employees.

Gender Pay Gap Reporting

The following results have been calculated at April 2023, in line with mandatory requirements.

Hourly Rate Averages

Mean Males	23.97	Median Males	9.84
Mean Females	12.91	Median Females	9.67
Mean Difference	46.10	Median Difference	1.70

Bonus Averages

Mean Males	9,496.61	Median Males	1,125.00
Mean Females	2,182.22	Median Females	500.00
Mean Difference	77.00	Median Difference	55.60
Total men receiving a bonus	31.00	Percentage of men	13.78%
Total women receiving a bonus	30.00	Percentage of women	5.51%

Quartiles	Men%	Women%	Number of	
			Men	Women
Upper(75 - 100%)	37.50	62.50	72	120
Upper middle(50 - 75%)	30.21	69.79	58	134
Lower middle(25 - 50%)	25.68	74.32	76	220
Lower(0 - 25%)	21.35	78.65	19	70

Key Findings: Gender Pay Gaps

Ideal's overall median gender pay gap of 1.7% is significantly lower than the ONS estimated national average of 14.9%.

Operatives Payroll

The operatives payroll has a mean gender pay gap of 0.7% and a median gender pay gap of 2.0%.

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 27.9% and a median gender pay gap of 33.3%.

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 2024