

Wetton Cleaning Services Limited

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. Below is that information.

Difference in Mean Hourly Rate: 1.4%

Difference in Median Hourly Pay: 0.6%

Difference in Means Bonus Rate: 0.9%

Difference in Median Bonus Pay: 0%

% of employees who receive a Bonus – Male 1.5% and Female 0.5%

| Employees by quartile | Male | Female |
|-----------------------|------|--------|
| Upper Quartile | 42% | 58% |
| Upper Middle Quartile | 59% | 41% |
| Lower Middle Quartile | 57% | 43% |
| Lower Quartile | 39% | 62% |

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

As a company operating in an industry which requires TUPE transfers we have a number of staff on different contracts and different rates of pay including Bonus Payments.

The vast majority of TUPE transfers are at Living wage rates which is why the median there is little difference between staff on low rates of pay. However more Clients are starting to pay above national living wage and some even paying the London Living Wage rates which has boosted the average pay in these contracts. The changes in Male to Female in the company would be dependant of contracts lost and contracts won where TUPE applied and the number of male or female staff leaving or joining id dependant on the TUPE transfer list.

Wetton do not have bonus payments and the bonus payments in the report are for staff that TUPE'd to Wetton Cleaning Services Ltd. We have maintained their terms and conditions as are required by Law.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the payroll department.