

KGB Cleaning South West Ltd Gender Gap Analysis



KGB Cleaning South West Ltd ensures that all employees are paid fairly and have the same opportunities regardless of gender.

The gender pay gap shows the difference between the average earnings of men and women. It is now a legal requirement by the UK government for all employers with 250 or more employees to publish this data by 4th April 2019.

The snapshot date for the data that has been collated is from the 6th April 2017 to 5th April 2018.

The mean gender pay gap is 19.61% which is 2.21% higher than the UK average of 17.4% in 2017, also our median pay gap is 5.15% which is 13.25% lower than the UK average of 18.4%. This means that males earn more than females which is largely due to males working full time & regular overtime, where as females occupy the majority of part time roles which suit their personnel circumstances. The Company workforce is more female oriented which is demonstrated by the statistics, these being 62.58% female & 37.42% male.

We work in a female dominated industry where operatives are on the same wage regardless of their gender. The only influence on rates of pay is the location of the site that an employee works. If an employee works in a remote location where it is difficult to recruit then we offer a higher hourly wage but again regardless of gender.

Due to the results as defined below regarding the gender pay gap there will be no action taken by the Company at this time.

Summary of Analysis

Reporting Year / Snapshot – 6th April 2017 to 5th April 2018

Total Employees in reporting year	1355	
Total Female Employees	848	62.58%
Total Male Employees	507	37.42%
Difference in hourly rate of pay – Mean	19.6%	
Difference in hourly rate of pay - Median	5.1%	
Difference in bonus pay – Mean	0.0%	
Difference in bonus pay – Median	0.0%	
Percentage of employees who received bonus pay		
Males who received bonus pay	0.0%	
Females who received bonus pay	0.0%	

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Employees by pay quartile

Upper quartile

Male	42.5%
Female	57.5%

Upper middle quartile

Male	50.3%
Female	49.7%

Lower middle quartile

Male	32.9%
Female	67.1%

Lower quartile

Male	36.9%
Female	63.1%

These quartile statistics indicate that females occupy the higher paid per hour roles by 57.5%, also females occupy 63.1% of the lower paid per hour roles within the Company.

I confirm that the information we have supplied has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ian Stangoe
Compliance Manager
Date: 3rd April 2019