

**Cleanbrite (UK) Ltd**

**Gender and Ethnicity  
Pay Gap Report**

**2020**



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## Message from Darren Edmonston, Managing Director

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Cleanbrite considers the sharing of our Gender Pay Gap Report as an integral step in having more meaningful conversations with our Colleagues about equality. These conversations are significant and we acknowledge that gender does not simply refer to Female or Male. For the purposes of this report our Gender Pay Gap is calculated using the approach defined by the regulations of comparing the pay of Females and Males.

We have made substantial progress with diversity and inclusion, however we are uncomfortable with a gap and, even if it is driven largely by wider norms in society, we do see it as our responsibility to understand and address the reasons behind it.

We also recognise our responsibility to understand and publish the Race at Work charter developed by The Prince's Responsible Business Network, of which we are a member and commit to publishing the Ethnicity Pay Gap Report alongside the Gender Pay Gap Report.

Nonetheless, we must not fall into the trap of focusing too heavily on the numbers in this report, as that could lead us to unhelpful or regressive actions. Instead, we need to explore new opportunities to ensure that all our Colleagues can reach their full potential.

These statistics provide a valuable means to challenge ourselves by asking "How can we create an even more inclusive company?"

We pride ourselves on being an inclusive business, and already encourage flexibility, including part-time work and family friendly policies. However, this report reminds us that we must focus on further opportunities and initiatives to achieve our business objectives.

**Darren Edmonston**

Managing Director of Cleanbrite (UK) Ltd



## Introduction to the Pay Gap Report

The Gender and Ethnicity gap indicates the difference of the average (mean or median) hourly rate between Female/Male and BAME/non-BAME individuals, expressed as a percentage of Male's earnings and non-BAME earnings. Used to its full potential, the Gender and Ethnicity Pay Gap report is a very valuable tool to assess levels of equality in the workplace, however, the report can be influenced by several factors including lack of Females or BAME in management positions.

It is important to emphasise that the Gender Pay Gap differs from Equal Pay. While Equal Pay deals with the pay difference between men and women who do the same jobs; the Gender Pay Gap shows the difference between men and women on average. The calculation method we have chosen is the one recommended by the Government Equalities Office ("GEO") for the gender pay gap reporting. We have worked diligently to include all our individuals in our calculations, with 100% gender and ethnicity disclosure rate.

**£10**

### The Median Average

calculated by listing values in numerical order. The median is the middle of the set of numbers. If there is an even number of results, the median will be the mean of the two middle numbers.

Median example: £3, £7, £10, £12, £15

Position of median is 3 which equals £10

**£10.65**

### The Mean Average

is the figure that involves adding up all the numbers and dividing the result by how many numbers were in the list.

Mean example:  $(15+11+10+9+8)/5$  equals £10.65

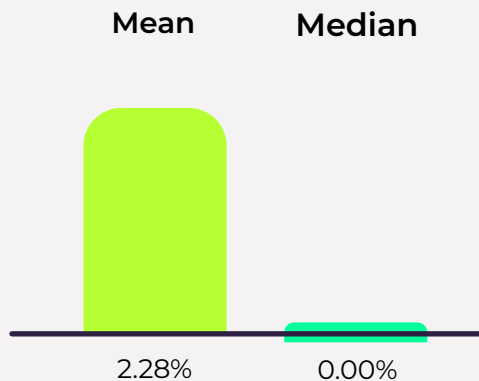


## Gender Pay Gap and Bonus Pay Gap Report

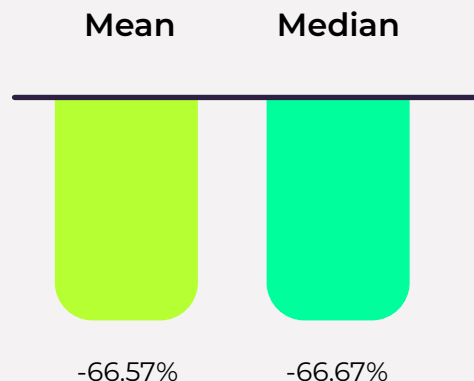
The overall median and mean gender pay are based on the hourly pay rates of all the active employees on the snapshot of 5th April 2020.

The mean average gender pay gap at Cleanbrite is 2.28%, which means female colleagues are paid slightly less compared to male colleagues. The key factor driving the gap is the higher proportion of male colleagues in middle and upper management roles, however, there is a modest improvement compared to last year's data. The median average gender pay gap is 0.00%, which means proportionally female and male colleagues receive the same hourly rate.

### Gender Pay Gap



### Gender Bonus Pay Gap



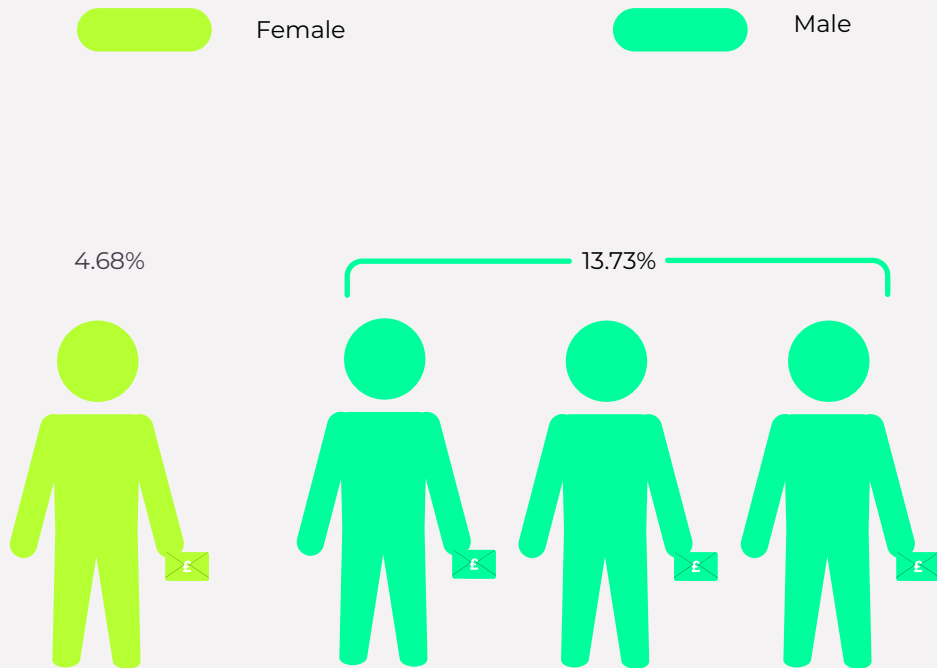
The mean average gender bonus gap is -66.57%, as there are more females in leadership roles that receive higher amount of bonus. We have a greater proportion of our male colleagues who are eligible for bonus pay, 13.73%, compared to 4.68% of our female colleagues. Whilst there are more men than women in the upper, upper middle, lower middle and lower quartiles however the median shows that female colleagues receive higher bonus pay.

Please refer to the next page for figures.

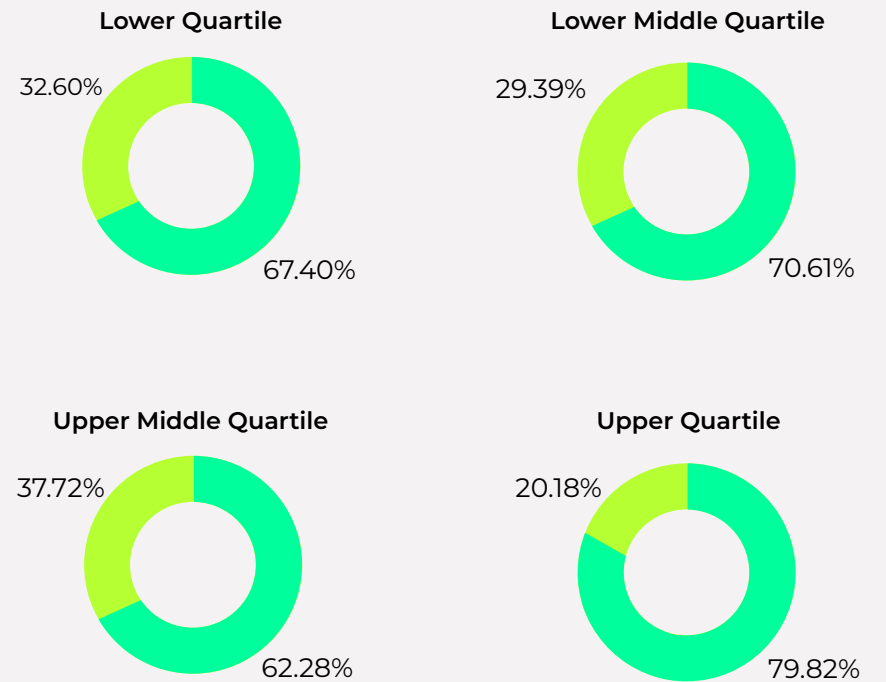


# Gender Bonus Pay Gap Figures and Quartiles

### Bonus by Gender Proportion



### Gender Pay Gap Quartiles

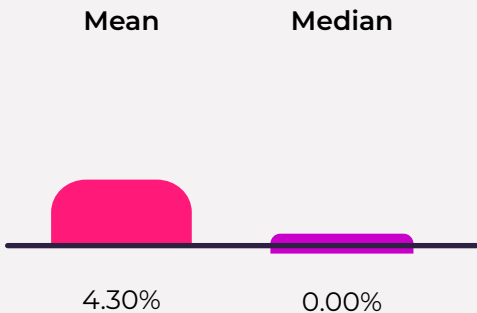




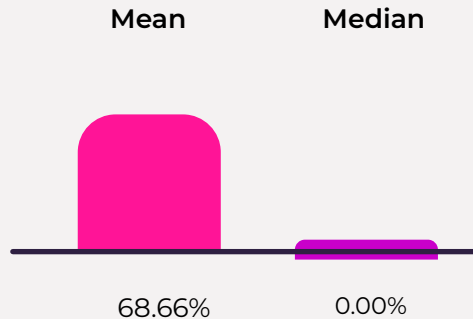
## Ethnicity Pay Gap and Bonus Pay Gap

We are committed to ensuring our workplace is diverse and inclusive for all. We regularly analyse our internal data to ensure that we remain consistent within all our employment policies including training, pay, progression and leadership. The ethnicity pay gap shows the difference in the average pay and bonuses between Black, Asian, and Minority Ethnic (BAME) and non-BAME pay. We have used the same methodology recommended by the UK Government as for our gender pay gap report. Our calculations are based on the declaration rate of 100%.

### Ethnicity Pay Gap



### Ethnicity Bonus Pay Gap



BAME colleagues are paid 4.30% less on average compared to non-BAME colleagues. This is only driven by the higher proportion of non-BAME colleagues in management roles. However, BAME and non-BAME colleagues receive the same hourly rate of pay and this gap has marginally decreased compared to last year`s figure of 4.63%.

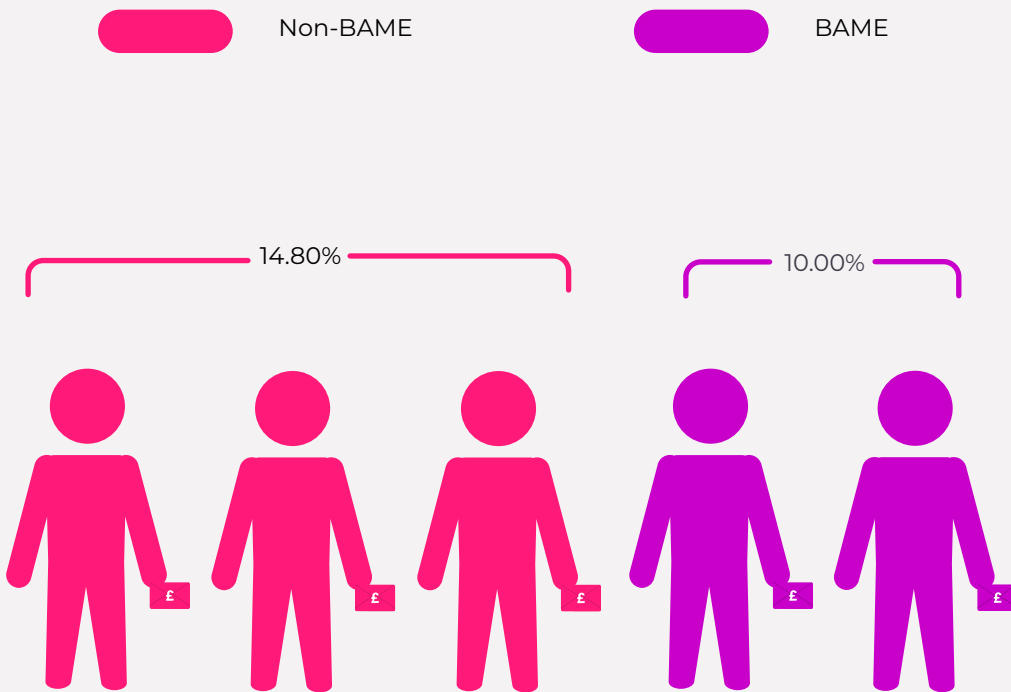
The Ethnicity Bonus Pay Gap analysis shows there are more non-BAME in senior management earning a higher amount of bonus compared to BAME colleagues. However, overall there are more BAME colleagues who are eligible for bonus.

Please refer to the next page for figures.

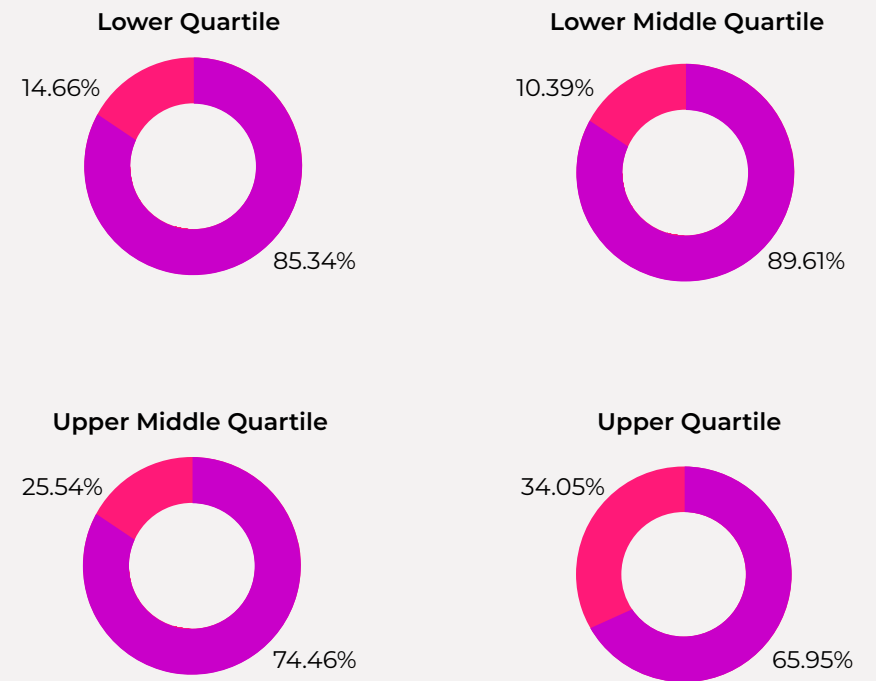


## Ethnicity Bonus Pay Gap Figures and Quartiles

### Bonus by Ethnicity Proportion



### Ethnicity Pay Gap Quartiles








## Gender Breakdown by Regions

### Male/Female Representation within Cleanbrite Regions

 Male

 Female

Inner London



Outer London



Rest of UK





## Ethnicity Breakdown by Regions

### Non-BAME/BAME Representation within Cleanbrite Regions



BAME



Non-BAME

Inner London



Outer London



Rest of UK





## Conclusion and Goals

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Cleanbrite is a B2B cleaning company that provides a comprehensive range of commercial, retail, industrial and specialist cleaning solutions to all our clients.

With over 45 years of award-winning service delivery in diverse and challenging environments our employee base in terms of gender and ethnicity has changed considerably over the years.

Our analysis identifies that under current operating conditions and in our marketplace, we continue to attract across all quartiles of the business: -

- Significantly fewer female applicants; and
- Significantly higher BAME applicants.

Wherever possible we have incorporated changes to our business model to address work/life balance, family friendly shift allocations, mentoring, training initiatives, and incentives.

This has resulted in a significant increase in attracting female applications to management positions compared to 2019.

Throughout the years we will continue to maintain and focus on our internal processes, aligned to our Gender and Ethnicity Pay Gap Strategic Goals, to assist us identify improvements to our business model.



## Acknowledgment

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