

Cleanbrite | 2019 Gender and Ethnicity Pay Gap Report

# Gender and Ethnicity Pay Gap Report

Cleanbrite

2019





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## Message from Darren Edmonston, Managing Director

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 UK Government and The Prince's Responsible Business Network of which we are a member. Numerous organisations have voluntarily published their Ethnicity Pay Gap; therefore, we have decided to follow their steps and commit to publishing the Ethnicity Pay Gap Report alongside the Gender Pay Gap Report each year.

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. For example, trying to fit people into jobs to influence statistics. 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. However, this report reminds us that we must focus on further opportunities and initiatives to stretch our ambitions.

**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 driven by several factors including lack of Females or BAME in management positions.

It should be emphasized 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. We have chosen the calculation method 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.



Position of the Median = 3 = £10

**The median average** is the figure that involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

**The mean average** is the figure that involves adding up all of the number and dividing the result by how many numbers were in the list.



Mean = (15+11+10+9+8)/5= £10.60

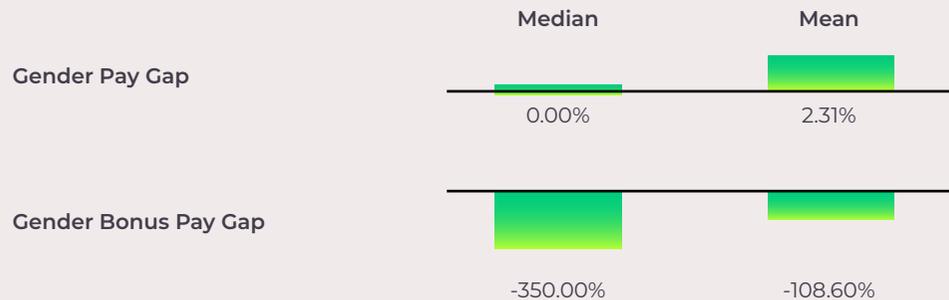


## Gender Pay Gap Report

The information below displays the overall median and mean Gender Pay and Bonus Gap, which is based on hourly rates of pay, integrating all active Colleagues at the snapshot date of 5th April 2019 and bonuses paid before that date.

On average, Female Colleagues are paid 2.31% less compared to Male Colleagues. This disparity only comes from a higher proportion of Male Colleagues in Middle and Upper Management roles. Proportionally Female and Male Colleagues receive the same hourly rate of pay (Median: 0.00%) throughout the company showing that there is no large bias in Males who work in Senior Roles. However, there is still a bias as shown as other figures.

Conversely, there are more Females in Upper Management Roles than Males and Females receive a higher average bonus (-108.60%). Yet, there are fewer Females overall that receive bonus, as shown on the figures to the right.



The illustration below represents the proportion of Male relevant Colleagues who were paid any amount of bonus and the proportion of Female relevant Colleagues who were paid any amount of bonus.

Thus, the Male proportions that received a bonus is 12.18%, while the Female proportion that received a bonus is 2.79%. However, Females who were paid bonus received higher bonus compared to Male Colleagues.

Female proportion receiving bonus



Male proportion receiving bonus



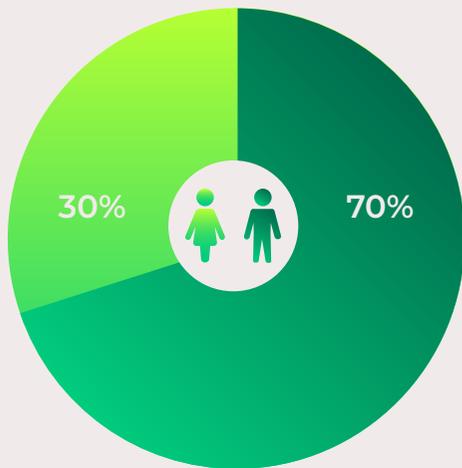


## Gender Pay Gap Report

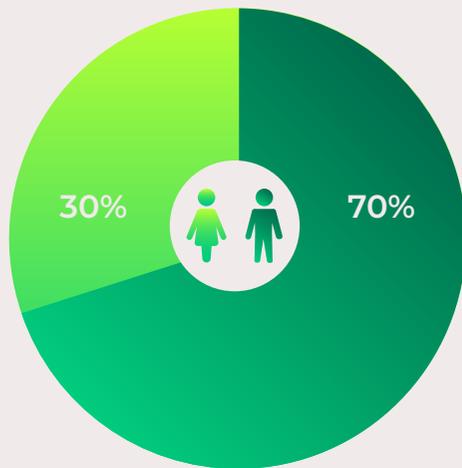
The pie charts below demonstrate the proportions of Male and Female full-pay Colleagues in four quartiles pay bands. There is the same proportion of Male (70%) and Female (30%) in the lower, lower middle, and upper middle quartiles.

In comparison, the upper quartile has higher proportion of Male (70.42%) and lower proportion of Female (29.58%). Therefore, this confirms the polarity on the mean between Female and Male averages comes from higher proportion of Male Colleagues in the Upper quartile.

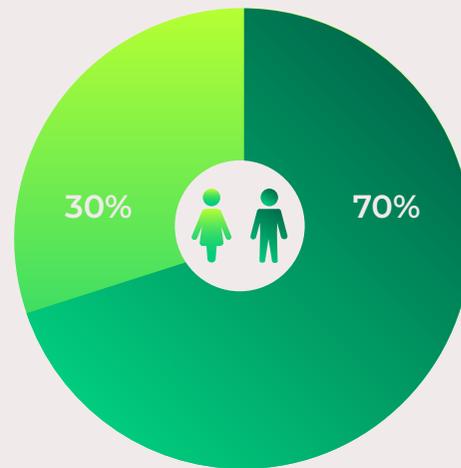
Lower Quartile



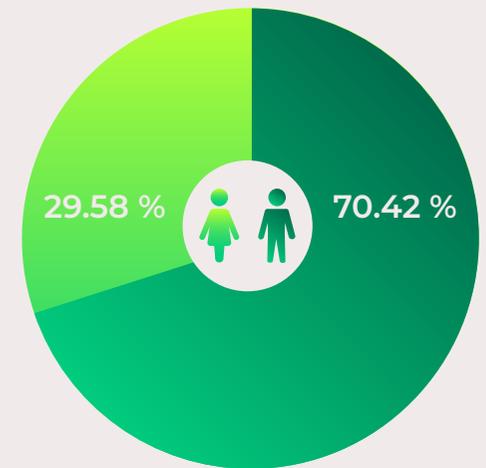
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





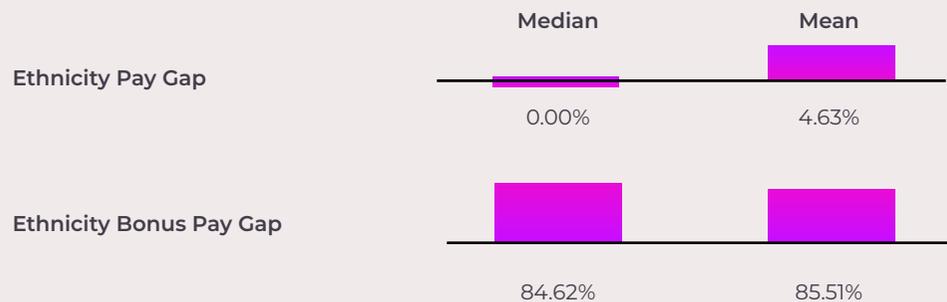
## Ethnicity Pay Gap Report

The bar charts below show our overall median and mean ethnicity pay and bonus gap which is based on hourly rates of pay integrating all the active Colleagues at the snapshot date of 5th April 2019 and Bonuses paid before that date.

BAME Colleagues are paid 4.63% less on average compared to non-BAME Colleagues. This disparity only comes from a higher proportion of non-BAME Colleagues in Middle and Upper Management roles.

In proportion BAME and Non-BAME Colleagues receive the same hourly rate of pay throughout the Company showing that there is no large bias towards non-BAME in management roles.

Regarding the Bonus Pay Gap, our analysis shows that there are more Non-BAME in an Upper Management Role. Despite this, there are more BAME overall that receive bonus as displayed on the figures on the right.



The illustration demonstrates the proportion of BAME relevant Colleagues who were paid any amount of bonus pay and the proportion of Non-BAME relevant Colleagues who were paid any amount of bonus pay.

Thus, the BAME proportions that received a Bonus is 10.14% while the non-BAME proportion that received a Bonus is 6.28%. However, non-BAME who were paid bonus receive higher bonus compared to BAME Colleagues.

BAME proportion receiving bonus

non-BAME proportion receiving bonus



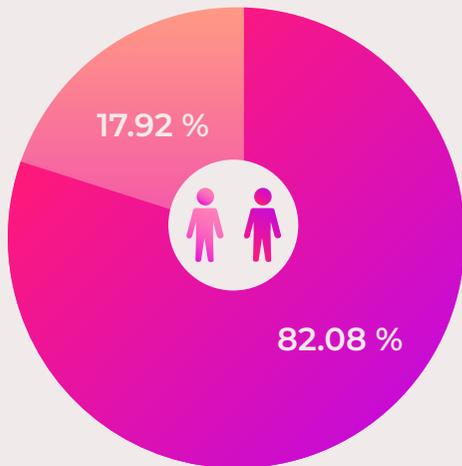


## Ethnicity Pay Gap Report

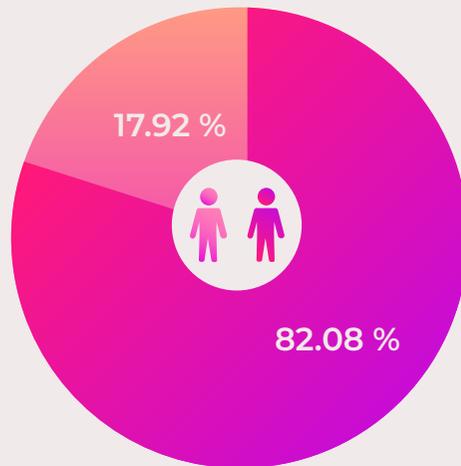
The pie charts below show the proportions of BAME and non-BAME full-pay Colleagues in four quartiles pay bands. There are similar proportions of BAME (82%) and non-BAME (17.92%) in the lower, lower middle, and upper middle quartiles.

Furthermore, the upper quartile has considerably higher percentage of non-BAME (26%) and lower percentage of BAME (73%) compared to the other quartile bands which explains the figures in relation the Ethnicity Bonus Pay Gap.

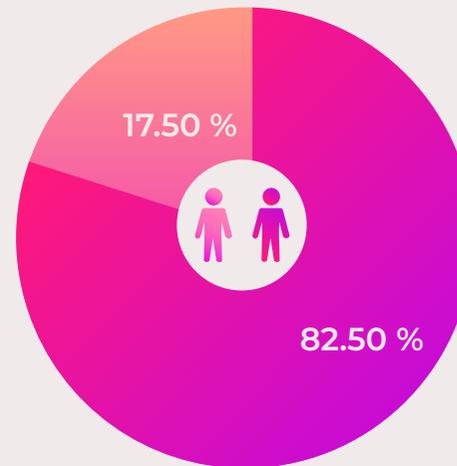
Lower Quartile



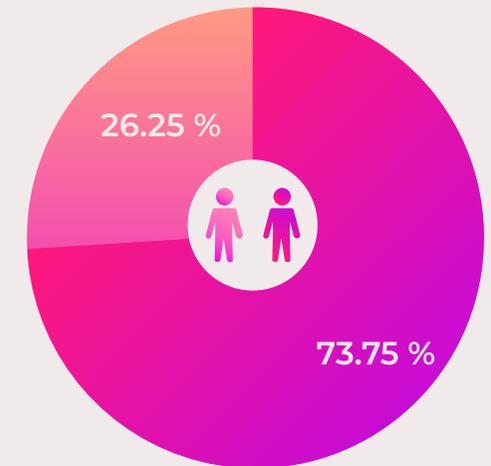
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





## Conclusions 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 and training initiatives, incentives, etc.

This has resulted in a significant increase in attracting female applications to management positions compared to 2018, please refer to the illustration overleaf.

Throughout the following 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.



## Breakdown by Region

Male/Female Representation within Cleanbrite by Region

### London area



### Outside of London area

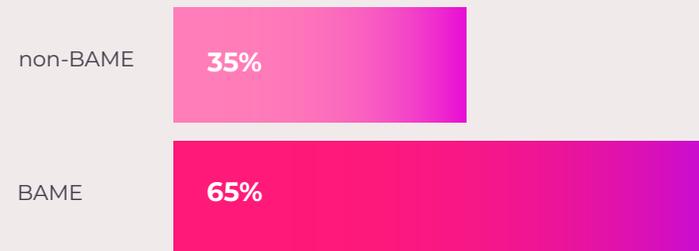


BAME/non-BAME Representation within Cleanbrite by Region

### London area



### Outside of London area





# Cleanbrite



The Prince's  
Responsible  
Business Network

Race at Work Charter signatory

## Acknowledgement

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