

Gender Pay Gap Report – 5th April 2022

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

The Gender Pay Gap Report provides an annual snapshot of the gender pay balance within Monthind Clean LLP on the 5th April 2022. Sickness has this year impacted the number of full time relevant employees, of our workforce of 523 relevant employees 12.8% were off sick during the snapshot period, once again Covid-19 and related illnesses being the main cause. Whilst this impacts the quality of the overall information the Gender Pay Reporting still provides key information, the Gender Pay Report measures the difference between the average pay of all male and female employees, irrespective of their role or seniority, as well as the difference in bonus pay and the gender distribution across four pay quartiles.

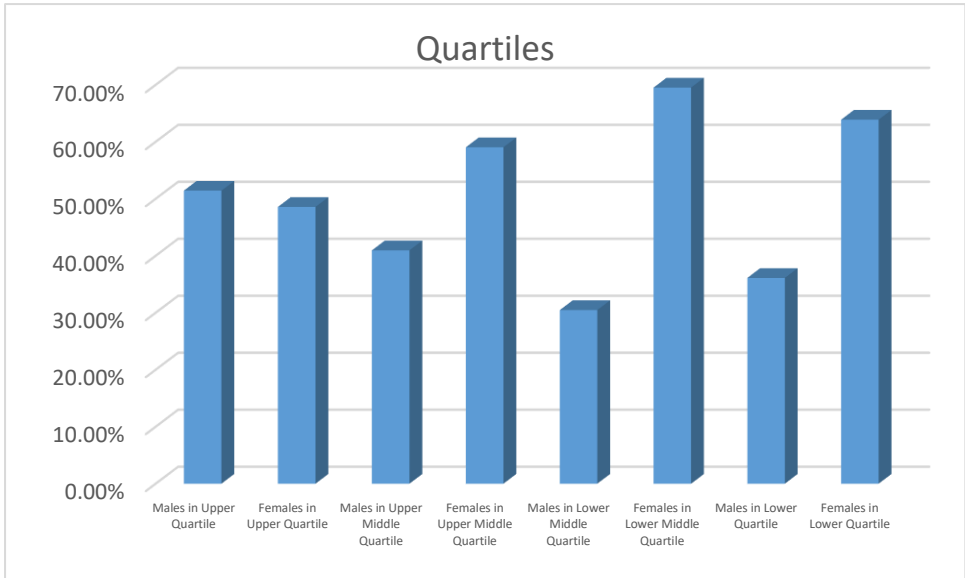
The company's gender split of 523 full time relevant employees is 108 male (20.7%) and 415 female (79.3%). This split is reflective of a commercial cleaning business.

As reported in previous years the business continues to attract a predominantly female workforce for part times roles with full time, over 30 hour per week roles attracting broadly equal numbers of male and female staff. Senior Management continues to be predominately male which significantly impacts our gender pay gap.

Our mean gap (the difference between the average earnings of males and females) is 10.39%, this shows an rise from the 7.11% reported 5th April 2021, the figures for 5th April 2021 being impacted by the pandemic with limited data available for analysis. The figure of 10.39% compares to 10.02% for April 2020 and 10.49% for April 2019. As a business we seek to continually address this gap however this continues to prove challenging with part-time lower paid roles being predominately filled by females. Within the Senior Management team of the business there has been little opportunity to increase the female workforce due to a lack of staff turnover at this level. Looking at our median (or midpoint) Gender Pay Gap this is 1.58% once again this being directly associated with the number of female part time employees compared to male employees.

There have been no bonus payments in the period that give rise to a charge to an employee's income tax.

Looking at the four quartiles at all levels with the exception of the upper quartile females make up a larger percentage than males, this reflects a similar position to that reported in 2021. Whilst we strive to continue to make improvement in all quartiles this continues to prove challenging due to the nature of the part time workforce and the demographic of the working population that this attracts.



We will continue to seek to upskill, promote and support our middle and junior female management to be able to move into more senior positions as they arise however as stated earlier, in the report the challenges of rebalancing remain in many ways linked to the employment demographic across the cleaning sector.

The percentages calculated are an accurate representation of our Gender Pay Gap as at 5th April 2022.

I, Anthony Felgate confirm that the published information is accurate

Anthony Felgate