

Gender Pay Gap Report - Monthind Clean Limited - 5th April 2024

1. Executive Summary

This report details Monthind Clean Limited's gender pay gap as of April 5, 2024. The mean gender pay gap is 7.19% (10.66%, 2023), and the median is 2.22% (3.37%, 2023).

We are committed to reducing this gap through targeted actions focused on increasing female representation in senior roles and ensuring equitable pay practices.

Our strategy to achieve this includes targeted recruitment, development programs, enhanced flexible working policies and succession planning, all aimed at fostering a more equitable workplace.

2. Introduction and Context

Monthind Clean Limited is a commercial cleaning business operating within East Anglia. This report analyses Monthind Clean Limited's gender pay gap as of April 5, 2024, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It examines the factors contributing to the gap and outlines the steps we are taking to promote gender pay equality.

The analysis includes all employees who were employed by Monthind Clean Limited on April 5, 2024 (referred to as 'relevant employees' as per the Equality Act 2010 regulations). Employees who were not in work due to sickness, absence, or school closures during the reference period have been excluded from the calculations. This resulted in the exclusion of 161 employees. A total of 388 employees were included in the final analysis.

The UK national gender pay gap is 7.0% (Source: ONS, 2024). Our mean gender pay gap of 7.19% broadly reflects this average.

Addressing the gender pay gap aligns with our business objectives of attracting and retaining top talent and fostering an inclusive workplace.

3. Analysis of Pay Gap

The mean pay gap is the difference between the average hourly earnings of male and female employees. It is influenced by very high or very low earners. Our mean gap is 7.19%. The median pay gap is the difference between the midpoint of male employees' earnings and the midpoint of female employees' earnings. It is less affected by extreme values. Our median gap is 2.22%.

Our mean gap has decreased by 32.6% from 10.66% in 2023 to 7.19% in 2024.

The following factors contribute to the gender pay gap:

- Occupational segregation: A higher proportion of women work in lower-paid roles within the company, such as cleaning operatives. For example, 72% of cleaning

operatives are women. The mean hourly rate for male cleaners is £11.30 and for female cleaners is £11.18, 1.06% different

- Seniority imbalance: While we have a strong female presence in part-time roles, senior management positions are predominantly held by men (80% male, 20% female). This is due to a stable senior workforce.
- Part-time work: The high proportion of women in part-time roles contributes to the gap, as part-time roles are generally lower paid. 80% of women work part-time, compared to 20% of men.

Our workforce is divided into four quartiles:

- Lower quartile: Male 29.9%, Female 70.1%
- Lower middle quartile: Male 29.9%, Female 70.1%
- Upper middle quartile: Male 42.3%, Female 57.7%
- Upper quartile: Male 48.5%, Female 51.5%

This data shows that women are over-represented in the lower quartiles, indicating a concentration of women in lower-paying jobs, whilst there is a higher percentage of women in the upper quartile there are still fewer in the most senior roles. This pattern is consistent with the overall gender pay gap with our workforce being predominately female across all quartiles

4. Bonus Pay Gap

Monthind Clean Limited did not award any bonuses during the reporting period. Our policy is not to award bonuses. We will monitor bonus payments in future years to ensure there is no gender disparity.

5. Actions and Initiatives

To address the gender pay gap, Monthind Clean Limited is implementing the following initiatives:

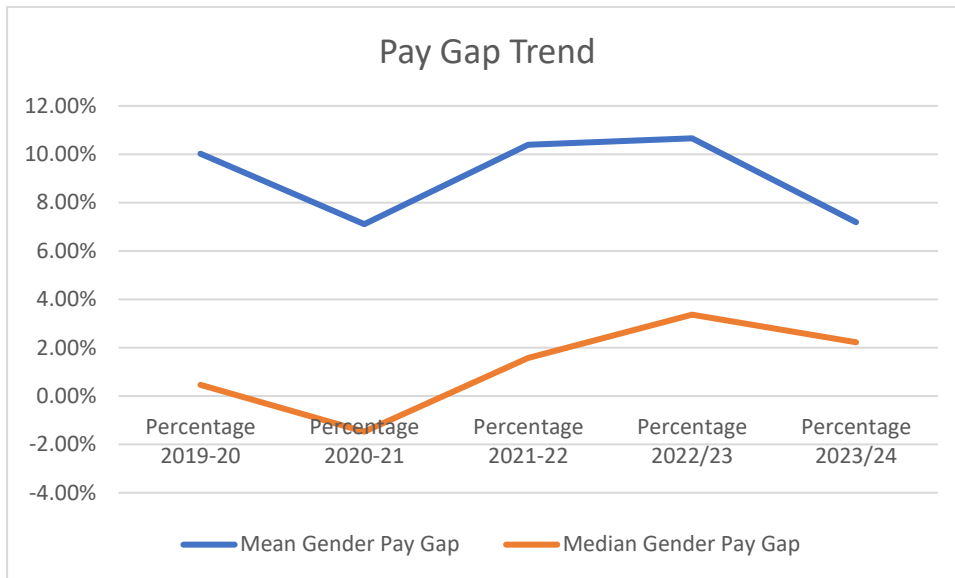
- Targeted Recruitment: We will implement targeted recruitment strategies to attract more women to full-time and senior roles.
- Development: We will continue to support the development and progression of female employees, particularly those in middle management.
- Flexible Working: We are committed to offering flexible working arrangements to support work-life balance for all employees. We will review and enhance our existing flexible working policies, promote the uptake of flexible working arrangements where possible.
- Succession Planning: We will implement a succession planning process to identify and develop high-potential female employees for leadership roles.

These actions will be managed by HR with regular reviews at Director Level

The implementation of these initiatives will be overseen by the Head of HR, and progress will be reported to the Board of Directors annually.

6. Presentation and Formatting

The table below shows the pay gap trend over the last five years



PAY GAP TREND					
Type	Percentage 2019-20	Percentage 2020-21	Percentage 2021-22	Percentage 2022/23	Percentage 2023/24
Mean Gender Pay Gap	10.02%	7.11%	10.39%	10.66%	7.19%
Median Gender Pay Gap	0.46%	-1.47%	1.58%	3.37%	2.22%

7. Additional Considerations

Monthind Clean Limited is committed to creating a diverse and inclusive workplace where all employees are valued and have the opportunity to succeed. Addressing the gender pay gap is a key priority for us, and we are taking concrete steps to achieve gender pay equality.

We are committed to reporting our gender pay gap annually and tracking our progress in closing it.

I, Anthony Felgate, confirm that the information in this report is accurate.

Anthony Felgate, DIRECTOR