

# **Gender Pay Gap Report - Monthind Clean Limited - 5th April 2025**

## **1. Executive Summary**

This report details Monthind Clean Limited's gender pay gap as of April 5, 2025. Our mean gender pay gap is 6.50% (previously 7.19% in 2024), and our median gap is 2.07% (2.22% in 2024). Both metrics show continued improvement following the significant improvements achieved between 2023 and 2024.

We remain committed to reducing our gender pay gap wherever possible. While opportunities to make significant changes at senior level are limited due to low staff turnover, our focus continues to be on increasing female representation in higher-paid and senior roles and ensuring fairness in our pay practices.

Our strategy, implemented as opportunities arise, includes targeted recruitment, development programs, flexible working enhancements and succession planning - all aimed at fostering a more equitable workplace.

## **2. Introduction and Context**

Monthind Clean Limited is a commercial cleaning provider operating within East Anglia. This report analyses Monthind Clean Limited's gender pay gap as of April 5, 2025, 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, 2025 (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 168 employees. A total of 369 employees were included in the final analysis.

The UK national gender pay gap is 6.90% (Source: ONS, 2025). Our mean gender pay gap of 6.50% is marginally better than the average.

## **3. Analysis of Pay Gap**

The mean pay gap is the difference between the average hourly earnings of male and female employees. It can be influenced by very high or very low earners. Our mean gap is 6.50%. 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 2.07%.

Our mean gap has decreased by 9.60% from 7.19% in 2024 to 6.50% in 2025, more significantly we have seen a decrease of 39.02% in the last two years, reflecting sustained progress.

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, 68% (72% 2024) of cleaning operatives are women. The mean hourly rate for male cleaners is £12.13 and for female cleaners is £12.04, 0.74% 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 32.6%, Female 67.4%
- Lower middle quartile: Male 25.0%, Female 75.0%
- Upper middle quartile: Male 37.0%, Female 63.0%
- Upper quartile: Male 52.7%, Female 47.3%

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 with the exception of the upper quartile

#### **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 further reduce our gender pay gap, Monthind Clean Limited is prioritising the following initiatives:

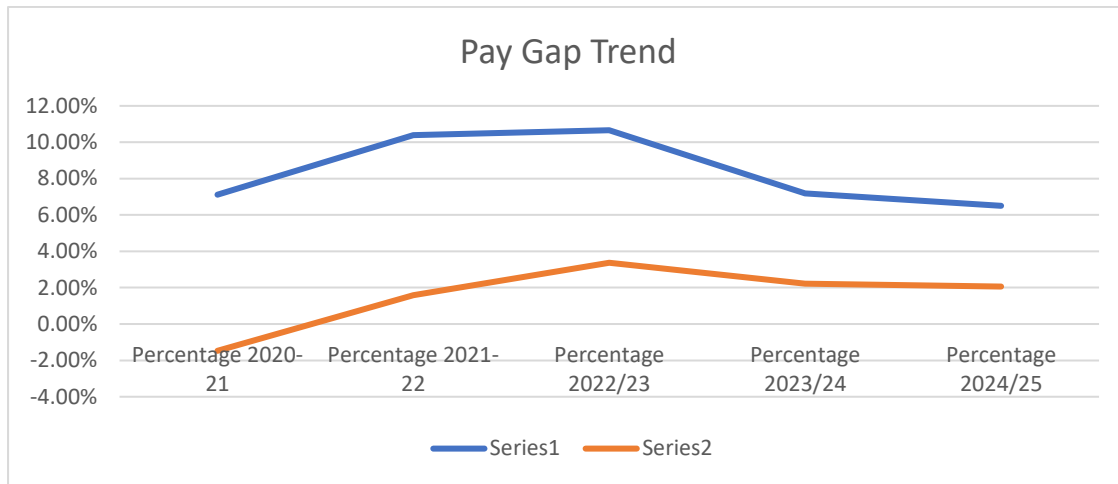
- Targeted Recruitment: We will implement targeted recruitment strategies to attract more women to full-time and senior roles.
- Development: Supporting female employees through training, mentoring and structured progression pathways, particularly those in middle management.
- Flexible Working: Continued review and enhancement to flexible working arrangements to enable career progression while balancing personal commitments.
- 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 2020-21	Percentage 2021-22	Percentage 2022/23	Percentage 2023/24	Percentage 2024/25
Mean Gender Pay Gap	7.11%	10.39%	10.66%	7.19%	6.50%
Median Gender Pay Gap	-1.47%	1.58%	3.37%	2.22%	2.07%

## 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