

Town and Country Cleaners' 2017 Gender Pay Report

New legislation came into force in April 2017 that states all companies with 250 or more employees are now required to publish their gender pay gap.

The gender pay gap is the difference between average earnings for men and women and it is not the same as equal pay.

The gender pay gap is calculated by using the median average for men and women, which is the level of pay that half of people earn more than and half earn less than and the mean pay which is the average salary.

In addition, employers are required to disclose the distribution of gender by pay quartile, in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose the percentages of staff receiving bonuses by gender and the gender gap on bonuses.

These are our results as at 5 April 2017.

Pay and Bonus Gap

	Mean	Median
Difference between Men and Women		
Hourly Pay	4.34 %	1.77 %
Bonus	0.00 %	0.00 %

The above table shows our mean and median hourly gender pay gap as at 5 April 2017.

Our analysis of our gender pay gap shows that there are marginally more men in senior roles within the business, although the Board of Directors is 67% women.

The UK has a national median pay gap of 18.4% and although our results are significantly below this we continue to work towards closing this gap in future.

No bonus payments were made.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	38.5 %	30.8 %	35.4 %	45.4 %
Women	61.5 %	69.2 %	64.6 %	54.6 %

The above table illustrates the gender distribution in four equally sized quartiles.