

Hygiene Group Ltd. - Gender Pay Gap Report 2017

As the leading provider of cleaning and hygiene support services to the food, drinks, pharmaceuticals and associated sectors, Hygiene Group Ltd. have a staff strength of around 550 people across the UK. During the year to 5 April 2017, 74.2% of our employees were men and 25.8% were women.

What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing 250 or more personnel is required to publicly report on its gender pay gap in a number of different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses, and the number of men and women according to quartile bands.

The gender pay gap is the difference between the average hourly pay of all men and women across the organisation, irrespective of their role and/or seniority and should not be confused with equal pay and pay equality.

Equal pay is about differences in the actual earnings of men and women carrying out equal work and the legal requirement to pay staff, irrespective of their gender, the same amount for performing the same work. Hygiene Group Ltd. is an equal pay employer.

How are results calculated?

Mean: The mean gender pay gap shows the difference in the average hourly rate of pay between men and women. The mean is calculated by adding up the total pay of employees and dividing by the number of employees. This calculation is repeated separately for men and women and the totals compared. Mean figures are affected by the different numbers of men and women in different roles.

Median: The median is the number which falls in the middle of a ranking of pay from lowest to highest. So, if we stood all of our female employees in one line in order of lowest hourly rate of pay to highest and then did the same for all of our male employees, the median gender pay gap would be the difference in hourly pay between the female employee in the middle of their line and the male employee in the middle of theirs. The median is broadly accepted by statisticians to be the best measure of 'typical' pay, as it not affected by extremes of low or high pay.

Quartile Figures: Gender pay gap quartile figures calculate an organisation's figures to show the proportion of male and female employees within four pay bands.

To achieve this, employees are ranked from highest to lowest paid, then divided into four equal parts ('quartiles') to calculate the percentage of men and women in each of the four parts.

Our calculations

Our gender pay gap calculations are accurate and have been calculated according to the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The calculations are based upon the year to 5 April 2017.

Ordinary pay: Ordinary pay is not limited to basic pay but also includes other types of pay such as pay for leave, allowances and shift premiums, however, it does not include pay for overtime, pay relating to redundancy/termination of employment or the value of any benefits in kind.

Bonus pay: Bonus pay includes any additional pay relating to incentives for productivity or performance, again this does not include pay for overtime. Bonus is measured on actual bonus awarded.

Our results

For the year to 5 April 2017, the UK overall pay gap as reported by the Office for National Statistics (ONS) was 18.4%; a summary of our gender pay gap report is as follows:

- Mean hourly pay gap 4.50%
- Median hourly pay gap 0.93%
- Mean bonus pay gap -206.80%
- Median bonus pay gap 0.00%
- Men receiving a bonus 4.42%
- Women receiving a bonus 10.17%

Pay Quartiles

	Male	Female
Upper quartile	72.2%	27.8%
Upper middle quartile	73.7%	26.3%
Lower middle quartile	75.4%	24.6%
Lower quartile	75.4%	24.6%

Understanding the results

The mean hourly gender pay gap at Hygiene Group Ltd. is 4.50% which is substantially lower than the overall UK gender pay gap of 18.4%. This gap in mean hourly pay is due to more men than women holding supervisory and management positions, which attract a higher rate of pay. The median pay gap (generally considered by statisticians to be the best measure) is less than 1%.

Approximately one quarter of the organisation’s workforce is female which is also similarly represented within the four pay quartiles.

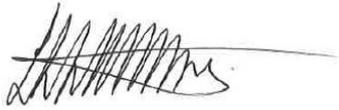
Our industry sector remains more heavily male dominated, as traditionally cleaning in an industrial environment is more physically demanding, dirtier and overall less appealing to women than similar cleaning activities within an office or retail environment.

Additionally, female employees account for more of our part-time workers than male employees and as such part-time roles tend to fall within the lower quartiles and are less-represented within the senior roles and the upper quartiles.

Our mean gender bonus pay gap is -206.80% and our median gender pay gap is 0.00%. This negative mean gap is due to a greater number of bonuses being received by female employees amongst whom the largest bonuses were also received.

At Hygiene Group Ltd. there is opportunity for everyone, irrespective of their gender, to occupy any of the roles in the company and we encourage everyone to aspire for higher role. There is however a limit on the number of supervisory and managerial roles available in the company.

Going forwards we will explore how we can attract more females into our organisation to create a more even gender balance, given that we have more men than women at every level of our organisation. As an equal opportunities employer, we firmly believe in appointing the best candidate for the position, regardless of their gender or other factors covered by the Equality Act.

A handwritten signature in black ink, appearing to read 'S. Bailey', with a long horizontal line extending to the right.

Stephen Bailey
Managing Director