

Gender Pay Gap Report

Bee Services UK Ltd has published its gender pay gap information under the regulations introduced by the UK Government.



EXPLANATION

Gender pay gap shows the difference in average earnings for all our male employees compared with all our female employees across the whole company. It is expressed as a percentage comparison between their average hourly rates of pay.

We are also required to report on issues such as the proportion of men and women employed at different pay bands ('quartiles') in the company, and bonus payments.

Gender pay gap is not to be confused with equal pay. Equal pay means that individual women and men must get the same pay for doing equal work. The right to equal pay has been an individual contractual right under UK law since the 1970s.

There is no single measure which adequately summarises differences between men and women's pay. The Office for National Statistics (ONS) prefers to use median hourly earnings, excluding overtime:

- The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee; otherwise results may be affected by the presence of a small number of people on very high levels of pay.
- Overtime is excluded because men work relatively more overtime than women. Thus, including overtime pay could skew the results.
- Hourly earnings are used so that results are not distorted by differences in hours worked by men and women.

Looking at median hourly pay overall can offer a useful comparison of men's and women's earnings, but it does not take account of the differences in rates of pay for comparable jobs. This is because it does not take account of the different employment characteristics of men and women.

The figures provided below are based on the hourly rate of pay as at 5th April 2018 and are substantially better than the National average.

ANALYSIS

Bee Services (*Figure 1*) compares extremely favourably with a mean gender pay gap of 0.62% and a median gender pay gap of 3.42%, compared to the National average of 17.9%.



Figure 1

Due to the nature of the industry, a larger proportion of the company's workforce is women (64%) *Figure 2*.

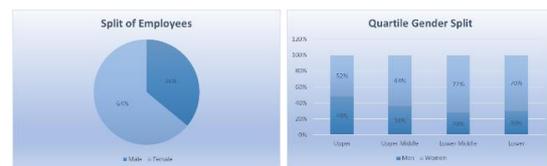


Figure 2 and 3

The results show a gender pay gap in favour of men. The calculation is heavily dominated by one role currently held by a man whose role and pay structure is of a different nature to the others. There were no bonuses paid to employees.

WHAT WE ARE DOING ABOUT IT

The general workforce of the cleaning industry is historically largely female dominated and subject to TUPE regulations (transfer of undertakings). Under TUPE, cleaning staff are transferred by law, maintaining pay rates and hours from one cleaning provider to another when a contract is awarded or reassigned. Most of our workforce is made up of cleaning operatives and, under TUPE regulations, there is restricted opportunity to address a gender pay gap should one arise in this section of our workforce.

Bee Services takes the issues of equal pay and pay gaps very seriously and are committed to continually taking steps to ensure equality in pay and terms between employees. We pride ourselves as an equal opportunities' employer. Pay awards and advancement within the company are based solely on experience and ability and are in no way biased towards either gender.

Bee Services is London and the South East's premier cleaning company for offices, educational establishments, restaurants and industrial facilities. It enables office managers, school and college administrators, restaurateurs and industrial site managers to be confident that their premises will be cleaned professionally, safely and hygienically, to the highest standards, without breaking their budgets. Since 1984, Bee Services has worked with more than 200 companies, including Hard Rock Café, Conran, RNIB and Les Ambassadeurs Club. To learn more please visit: www.beeservices.org.uk