



Office Care Services Ltd

For all your cleaning requirements

GENDER PAY GAP REPORTING:

We report using the six basic calculations required in the current legislation, taking the descriptions from the ACAS website:

1. Your mean gender pay gap
2. Your median gender pay gap
3. Your mean bonus gender pay gap
4. Your median bonus gender pay gap
5. Your proportion of males and females receiving a bonus payment
6. Your proportion of males and females in each quartile band

Office Cleaning Services Limited responds as follows:

1. Mean Gender Pay Gap - 1.5%
2. Median Gender Pay Gap - 0%
- 3-5. The company does not pay bonuses so there is no gap.
6. Proportion of males and females in each quartile band:

QUARTILES:	Male	Female
Top Qrt.		
	3.2%	2.2%
	16.8%	16.5%
	16.8%	11.8%
	63.2%	69.5%

Bottom Qrt.

- The payroll contains by numbers 38.1% Male Employees to 61.9% Female Employees.
- ALL jobs are filled on an equal opportunities basis regardless of gender, race, creed, colour or orientation.
- The pay rate for an individual job is heavily influenced by the location and so local prevailing rates. These posts are based throughout the UK and NI, including central London and the Home Counties.
- The company neither discriminates nor operates a positive discrimination policy and is aware of the varying availability of candidates by gender in different parts of the country.

Signed:

Date: 22.05.18



Andrew Harris, Director

V2018-A.

Office Care Services

08702 438 871

info@officecare.co.uk

www.officecare.co.uk

2 Thomas Row, High Street, Swansea SA1 1NJ

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