



T.C. BIBBY & SONS

Cleaning Contractors & Hygiene Services

Gender Pay Gap Reporting

TC Bibby & Sons is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For TC Bibby & Sons to be compliant this involves carrying out the following calculations, which help illustrate the difference between the average earnings of men and women in our organisation:

- The mean gender pay gap
- The median gender pay gap
- The proportion of male and females which receive bonus payments
- The proportion of males and females in each quartile band

Results

The mean gender pay gap	2.7%
The median gender pay gap	0%

- The mean gender pay gap – A positive percentage here means that on average male employees have 2.7% higher pay than women across the company. This has decreased from 5% last year.
- The median gender pay gap – A zero percentage here reveals that we have equal pay between the typical male and female employees. This is the case for our 'like for like' roles across the company, which is a positive result.

The proportion of males receiving a bonus payment	1.7%
The proportion of females receiving a bonus payment	0.3%

- The comparison here shows that a higher proportion of males received a bonus.
- This is true as a proportion of each gender, however, there are exactly the same number of females which received a bonus as the number of males during this reference period.

The table below illustrates the split of male and female employees across the quartiles defined by the regulations.

	Male	Female
Lower Quartile	11.8%	88.2%
Lower Middle Quartile	12.2%	87.8%
Upper Middle Quartile	15.2%	84.8%
Upper Quartile	27.1%	72.9%

As this table illustrates, there is a slightly higher percentage of male roles in the Upper Quartile. This is due to a very small number of top management roles in the business, and those being filled predominantly by males.

Our focus is always on the right person for the role regardless of gender, we think this is clear with 83.6% of our workforce being female.

I can confirm that the information in this report is accurate.



Geoff Bibby
Proprietor