

Spotless Gender Pay Gap Reporting

Gender pay gap data

Spotless Commercial Cleaning is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our company: it does not involve publishing individual employee data.

The data for 2023 has been completed Rhiannon Abbott, HR Manager, and verified by Carron Henley, CEO, and is detailed below:

- Women's hourly rate is 3.61% lower (mean) and 2.6% lower (median)
- Top salary quartile has 32% men and 68% women
- Upper middle salary quartile has 31% men and 69% women
- Lower middle salary quartile has 24.5% men and 75.5% women
- Lower salary quartile has 21% men and 79% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay