This is our annual gender pay gap report for the snapshot date of 5 April 2022.

- Our mean gender pay gap is 30%.
- Our median gender pay gap is -2%.
- Our mean gender bonus gap is 64%.
- Our median gender bonus gap is 88%.
- The proportion of male employees receiving a bonus is 41% and the proportion of female employees receiving a bonus is 18%.

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	37%	63%	All employees whose hourly rate is within the lower quartile
B	53%	47%	Employees whose hourly rate is more than the lower quartile but the same or less than the median
C	62%	38%	Employees whose hourly rate is more than the median but the same or less than the upper quartile
D	79%	21%	Employees whose hourly rate is within the upper quartile
A quartile is one of four equally sized groups created when you divide a selection of numbers (in this case, hourly pay rate) that are in ascending order into four. The "lower quartile" is the lowest paid group. The "upper quartile" is the highest paid group.			

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are also more likely to be in technical and transport-related roles, which are often paid more highly than some of our other roles.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most line managers and senior managers are men.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 63% of the employees in band A are women and 37% men. The percentage of male employees increases throughout the remaining bands, from 53% in band B to 79% in band D.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.3%. CLEAN's mean gender pay gap is 30% for the snapshot date of 5 April 2022.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 8.2%, whilst within production and factory workers it is 23%. At -2%, our median gender pay gap shows that when looking at the midpoint of hourly pay for all our male employees, compared to the midpoint of hourly pay for all female employees, our female employees earn more than our male employees.

Our mean and median gender bonus gaps are large: 64% and 88% respectively. However, if we convert these percentages to cash amounts the figures are less extreme, at £2,538 and £4,400 respectively.

41% of men at our organisation received a bonus in the 12 months up to 5 April 2022. For women this was 18%. This is because there are more men in management, commercial and transport roles, which have been eligible for a performance bonus.

Myra Tourick
Chief People Officer

March 2023