

## OUR GENDER PAY GAP REPORT 2017

Antac aim to create equality of opportunity regardless of gender, age, sexual orientation, ethnicity, gender reassignment, religion or belief and disability throughout the business.

The 'Gender Pay Gap' shows the difference in average pay between women and men. This is different to equal pay ie women and men receiving the same pay for the same role. This report takes into account all roles at all levels of the organisation.

The board of directors regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role, we therefore are confident in regards to equal pay. The recruitment process is continuously monitored by the Management Team.

### Antac Support Services divisions:

- Commercial Cleaning
- National Window Cleaning
- Building Services
- Facilities Management (Gas, Electricity, Plumbing etc.)
- Cabling
- Mechanical and Electrical

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## Our gender pay and bonus gap

In the interest of clarity and transparency, Antac employed 248 males and 106 females as at 5<sup>th</sup> April 2017. It should be noted that over 80% of female workers are employed by the Commercial Cleaning division of which the majority are part time employees. The balance of the female staff are in Managerial or Administrative roles.

A number of TUPE'd staff were taken on and therefore their remuneration was honoured. To obtain the figures below all employees were listed together with their hourly rates and hours worked.

**£12.67**  
*Mean average for males*  
**29.83%**  
*Mean gender pay gap*

**£8.89**  
*Mean average for females*  
**28.57%**  
*Median pay gap is*

**£771.80**  
*Mean bonus for males*  
*(25 Employees)*

**£478.57**  
*Mean average for females*  
*(7 Employees)*

**39.77%**  
*Mean gender pay gap*

**38%**  
*Median pay gap is*

*Bonus pay is only paid for targets reached by operational managers and admin staff.*



Quartiles

	Rate	Male	Female
Band A	£8	22	66
Band B	£9.75	70	19
Band C	£14	71	17
Band D	£17+	84	5

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Regulations 2017)

Signature *Stephen Burton* .....

Date *29<sup>th</sup> MARCH - 2018* .....

Stephen Burton  
Managing Director