



Antac
support services

GENDER PAY GAP REPORT 2022



OUR GENDER PAY GAP REPORT 2021 - 2022

Antac aim to create equality of opportunity regardless of gender, age, sexual orientation, ethnicity 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 in to account all roles at all levels of the organisation.

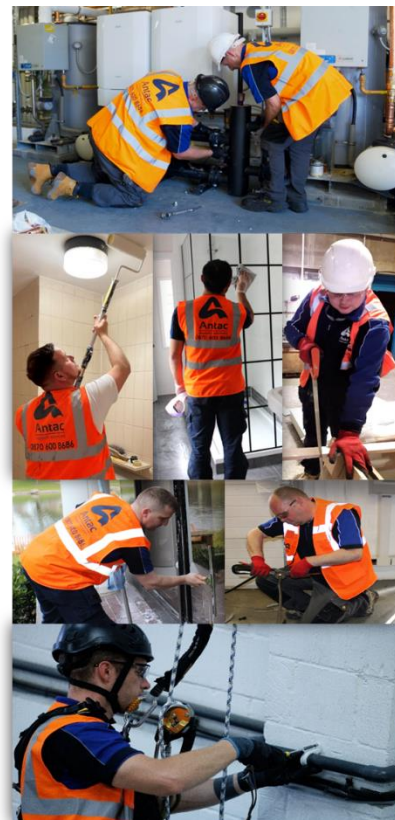
We believe we are an employer of choice where our staff's welfare and personal development are considered equally important to motivate and achieve impressive outcomes in their performance. As outlined in the 'Good Work Plan' a government agenda for the implementation of recommendations made by Matthew Taylor in 2017, report on modern working practises in the UK, Antac have continue to endorse the five foundation principles of good work as set out in the report:

- satisfaction
- fair pay
- participation and progression
- well-being, safety and security
- voice and autonomy

The board of directors' review and analyse our employee pay to ensure men and women are treated equally when performing the same or similar roles, therefore we are confident that we do not have equal pay issues. The recruitment process is monitored by the Senior Management Team. Antac have an experienced inhouse recruitment team to create a resourcing function to attract, recruit, develop and retain the very best people at all levels.

Antac Support Services divisions:

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



What is the Gender Pay Gap?

Every year employers with more than 250 employees must report the following data:

- Gender pay gap
- Gender bonus gap
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The gender pay gap is not the same as equal pay. The gender pay gap is the difference between average male and female pay across an organisation and across all roles. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work.

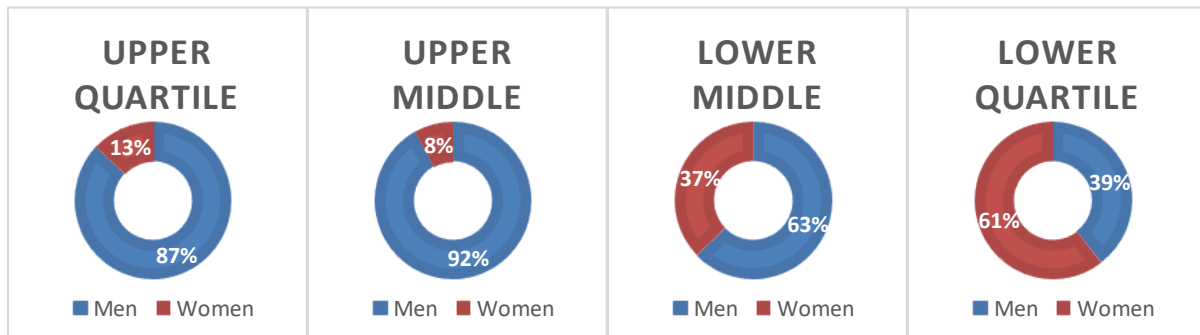
Gender Pay and Bonus Gap

In the interest of clarity and transparency, Antac employed 230 male and 92 female staff as of 5th April 2022. The previous year, Antac reported 221 males and 59 female employees. The increase in female employees is attributed to the commercial cleaning division increasing its operations, as we came out of lockdown.

- 55% of female workers are employed by the Commercial Cleaning division of which the majority are part-time employees.
- 45% balance of female staff are in Managerial or Administrative roles.
- In 2021 the mean average was higher, the increase in commercial cleaning division has reduced the hourly mean average. Since our 2017 Gender Pay Gap Report the mean average has increased significantly and represents a 30% uplift in the mean average for females.
- 23% female and 16% male staff received a bonus.
- There are no staff on '0' hours contracts.

	2022	2021	2020	2019	2018	2017
Mean average for males	£15.18	£14.69	£13.28	£12.46	£12.28	£12.67
Mean average for females	£11.55	£12.02	£10.24	£9.51	£9.15	£8.89
Mean gender pay gap is	23.88%	18.15%	22.90%	23.65%	25.48%	28.57%
Median Pay Men	£14.80	£14.37	£12.94	£14.59	£14.28	£14.25
Median Pay Women	£10.42	£10.50	£9.00	£11.57	£11.04	£10.94
Median Pay Difference	29.59%	26.93%	30.45%	20.70%	22.70%	23.20%
Mean bonus for males	£1,723	£1,914	£538	£2,190	£1,336	£771
Mean bonus for females	£480	£475	£486	£625	£500	£478
Mean Gender Bonus Pay gap	72%	75%	10%	71%	45%	38%

To obtain the figures above all employees were listed together with their hourly rates and hours worked. Overall, the biggest influence has been the increase in the National Minimum Wage (NMW), the company strategy going forward is to pay all staff the Real Living Wage (London Living Wage) or above.



Our gender pay gap is driven by a higher proportion of men in senior and higher graded roles, this is typical of the building and facilities industry. In our report, we outline our key focus on increasing female representation and addressing the imbalance in our upper pay quartiles. We remain committed to reducing the gender pay gap over time. It is clear that we must continue to focus on increasing the diversity of our leadership and senior management in the future.

We look to promote and upskill internally, through training and on the job experience, with staff having personal development plans. Over the last few years, we have seen an increase in females on the Management roles. Below are a couple of examples.



Lisa Evans

Health, Safety & Compliance Manager

Lisa joined Antac in 2008 as Administrator at our Leeds office, she quickly rose through the ranks, to Operations Manager. Over the last 3 years, Lisa has expanded her skills set and is NEBOSH, IOSH Tech to name a few of her qualifications



Hayley Turnbull

Operations Manager, Building Services

Hayley started as administrator for the Building Services Division in April 2014. Over the last few years, Hayley has taken HNC & HND in Construction & the Built Environment. Having successfully completed the courses Hayley was promoted to Operations Manager.



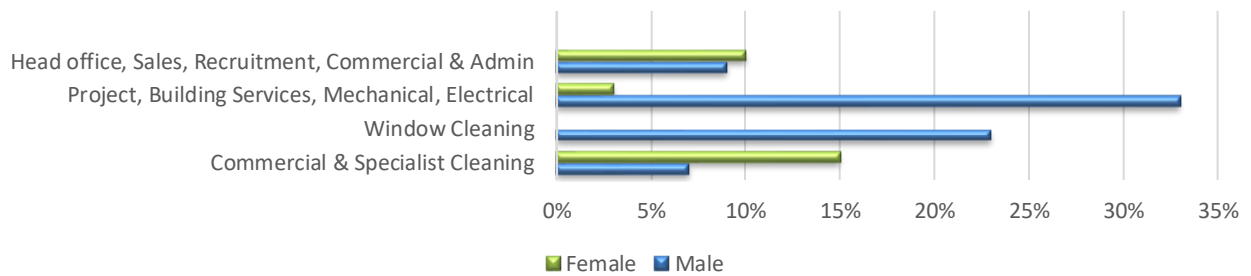
Sara Jones

Operations Manager

Sara joined Antac in 2011 supporting the sales department. In 2015 was promoted to Operations Manager, Commercial Cleaning, Thames Valley.

Sara continues to support the Business Development opportunities.

Breakdown of staff



Antac are cultivating an environment where our vast range of services are delivered by a diverse group of people that are supported by our core values of respect and fairness, where everyone can develop in a diverse and inclusive culture.

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

Signature 

Date 15th March 2023

Stephen Burton, Managing Director