

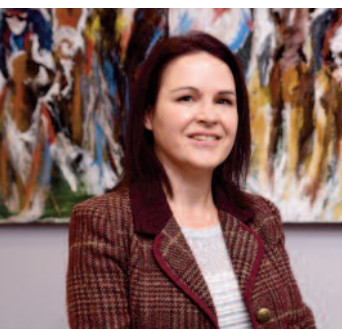
ROBINSON services

IT'S OUR BUSINESS TO SUPPORT YOURS

Gender Pay Gap Report 2019



Foreword



Welcome to our Company's first Gender Pay Gap Analysis Report. I am proud that our commitment to gender diversity has long preceded the forthcoming legislation.

The contribution of females at all levels within our business, from security and cleaning through to senior leadership roles, has been crucial in driving our business success to date. It is hoped that our action plan will help remove the traditional barriers to work and progression that women face.

This has never been about meeting quotas. It's about using the company's best resources to maximise our potential, now and in the future.

Sinead Sharpe, HR Director

Introduction

This is Robinson Services' first Gender Pay Gap Report for our NI & UK employees.

Whilst legislation compelling companies to publish Gender Pay Gap Reports has yet to be enacted in Northern Ireland, it is our aim to visibly lead the way within the local NI services industry. We believe that equality of opportunity is integral to our future success and welcome scrutiny of transparent data as a positive step towards encouraging greater female participation in management and leadership roles. Hence, at the time of publishing, we are the first NI cleaning/laundry business to release our Gender Pay Gap information.

Note: It is important to understand that 'gender pay gap' and 'equal pay' are not the same thing. Equal pay refers to the need to ensure that different equality categories (men and women) are paid broadly the same for work of 'equal value'; typically within a job role or pay grade.

Gender pay gap reporting, however, refers to the overall pay gap across a whole business.



Background – Why Is There A Need for Gender Pay Gap Reporting?

Females are more likely to move into part-time roles as a consequence of the demands of childcare and, increasing trends show, care for elderly parents. These demands are more likely to grow, often resulting in a large proportion of women feeling that they have no choice but to leave the workforce for a number of years – sometimes permanently.

As a result, management and leadership roles may easily become dominated by men. At present, the most recent figures for NI in general report a gender pay gap of 9.6%. this has narrowed since 1998, when the gender pay gap was 22.7%; but widened since 2017 when the gap was 8.6%. ¹

Included Employees

Employees of the following UK & NI businesses were included in this gender pay gap report:

- Robinson Services Limited
- Robinson Services Laundry Ltd

Of all employees included, 62% are women

UK regulations at present require average pay gap and average bonus gap to be reported on – specifically the following details:

- proportion of male/female employees in each pay band quartile
- mean gender pay gap
- median gender pay gap
- proportion of males and females receiving bonuses

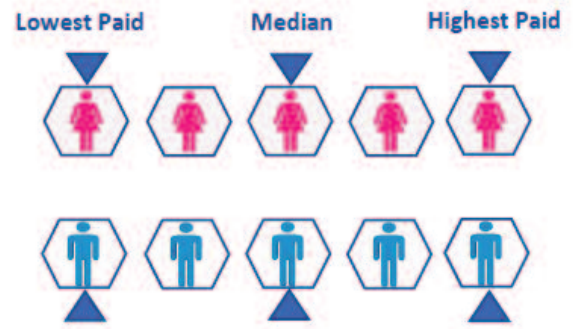
¹ <https://www.assemblyresearchmatters.org/2019/03/08/what-is-the-gender-pay-gap-in-northern-ireland/>



Median Calculation

The MEDIAN is the figure that falls in the middle of a range when the wages of all included employees are lined up from smallest to largest.

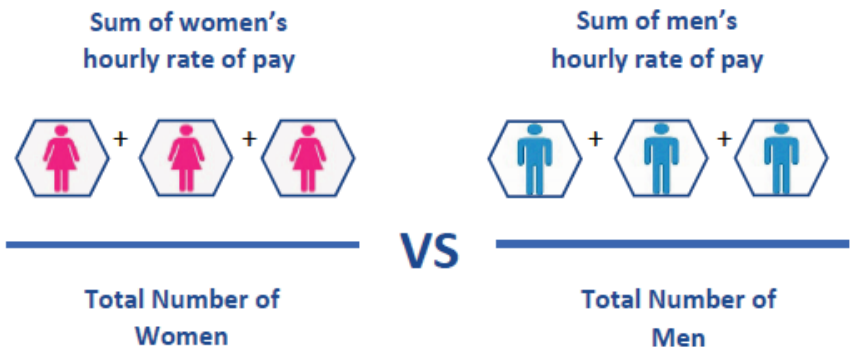
The median gender pay gap is calculated based on the difference between the middle employee in the range of male wages and the middle employee in the range of female wages.



Mean Calculation

The MEAN is calculated by adding up all the wages of all included employees and dividing the total by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

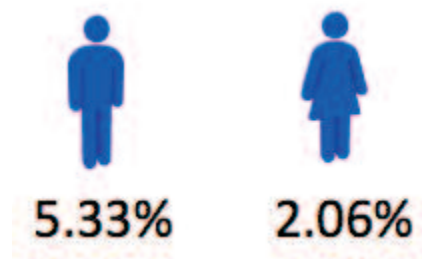


Robinson Services Gender Pay Gap

Our core reporting figures as at 5th April 2019 are as follows:

	Median	Mean
Gender Pay Gap	0%	4.70%
Gender Bonus Pay Gap	54.00%	-250%

Proportion of males & females receiving a bonus payment



Proportion of females & males in each quartile band		
Quartile	Female	Male
Upper	48.12%	51.88%
Upper Middle	65.04%	34.96%
Lower Middle	68.05%	31.95%
Lower	67.92%	32.08%



Data Analysis

- Our 2019 data indicates that our gender pay gap is approximately half the current NI average. There is no median gap. This is because our business employs more women than men in all quartiles bar the upper quartile of pay grades.
- The mean gender pay gap arises due to two contributors:
 - Security roles within our business typically attract a higher wage rate than Cleaning roles – at the moment, more men than women work in Security roles
 - The grades attracting the highest levels of remuneration (Directors) are held by fewer women than men
- Our gender pay gap reflects that less women than men receive bonuses; however mean bonus gap information indicates significantly higher levels of bonus pay to women

Summary & Action Plan

In spite of these positive results, we in Robinson Services remain committed to closing our gender pay gap even further. We believe that this can be achieved by communicating and realising the following steps over the coming year:

- **Monitoring of our female talent and encouraging potential female talent to play an active part in our Succession programme**
- **Challenging the traditional perception of Security roles and encouraging more females to apply for the same**
- **Active promotion of the flexibility of our working hours where possible, with the aim of removing barriers for those with caring responsibilities**
- **Monitoring and ensuring that our recruitment procedures are free from any element of bias; including gender bias**

