



At the PCS Group we pride ourselves on being an equal opportunities employer. We welcome the requirement to publish Gender Pay Gap Information openly and have worked hard over the years to ensure equality throughout our organisation. We believe that transparency is the best route forward.

We are pleased to confirm the following:

1. Mean Hourly Pay Gap: 3%

The average (mean) male hourly rate is £7.96ph
 The average (mean) female hourly rate is £7.72ph
 The difference is £0.24ph = 3%

2. Median Hourly Pay Gap: 0%

Both men and women have a median hourly rate of £6.90ph. Of the 383 employees, 229 receive the same hourly rate. The median falls within this rate for both men and women

3. Mean Bonus Pay Gap: 0%

No men received a bonus. As the gap is required to be expressed as a percentage of men's bonus and division by 0 produces a nil result, there is no gap.

4. Median Bonus Pay Gap: 0%

As explained at 3 above, no men received a bonus. As the gap is required to be expressed as a percentage of men's bonus and division by 0 produces a nil result, there is no gap.

5. Proportions receiving bonus: 0% men, 0.5% women

As explained at 3 above, no men received a bonus. 200 employees were women and 1 woman received a bonus. Accordingly, 0.5% of women received a bonus

6. Quartiles

Gender	Lower	Lower-Middle	Upper-Middle	Upper
Men	31.6%	50%	58.3%	51%
Women	68.4%	50%	41.7%	49%



w: www.thepcsgroup.co.uk | e: info@thepcsgroup.co.uk | t: +44(0)20 7609 0044 | f: +44(0)20 7697 8067

We feel we have a good spread of women throughout the business with excellent representation of women at senior management level.

As an organisation, we are confident that employees throughout the business are paid equal rates for like work and for work of equal value. This meets with our objectives over recent years to be leaders in equality regardless of sex or any other protected characteristics.

Many of our rates of pay are dictated upon us by our clients in the contracts they outsource to us. Nonetheless, we ensure we take all steps possible to recruit equally in all contracts regardless of the rate of pay offered in any particular contract.

I confirm that the information contained in this statement is accurate.



Signed:

Name: Gary Lawley

Date: 4th April 2018



w: www.thepcsgroup.co.uk | e: info@thepcsgroup.co.uk | t: +44(0)20 7609 0044 | f: +44(0)20 7697 8067

Steeles Professional Cleaning Services Ltd: Reg. No. 2127550 | PCS Chlorelle Ltd: Reg No. 3934005
Greater London Keyholding Ltd: Reg No. 7298508 | Cadogan King Ltd : Reg No. 03934011
Registered Address: 3a Horseshoe Close, Oxgate Lane, London NW2 7JJ