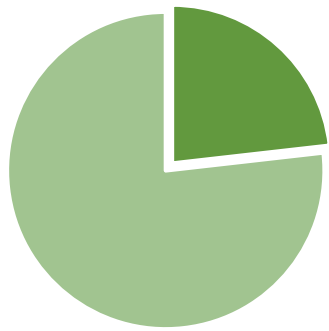
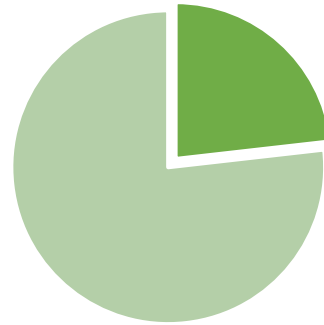


Lower Quartile



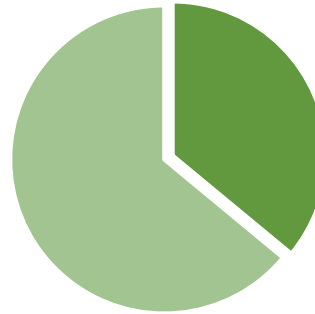
■ Male ■ Female

Lower Middle Quartile



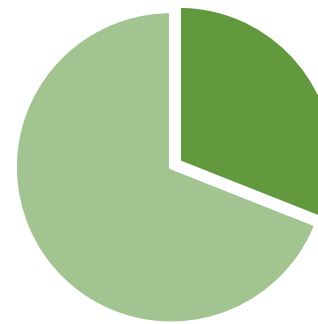
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

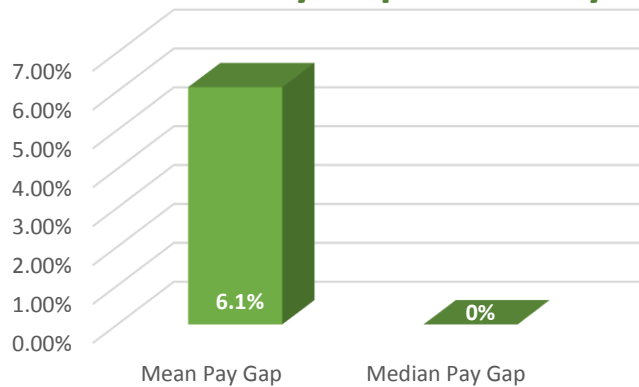
Lower Quartile	
Male	23.2%
Female	76.8%

Lower Middle Quartile	
Male	23.2%
Female	76.8%

Upper Middle Quartile	
Male	36%
Female	64%

Upper Quartile	
Male	31%
Female	69%

## Gender Pay Gap Summary



Hourly Rates	Male	Female
Mean Hourly Rate	£8.6408	£8.1147
Median Hourly Rate	£7.50	£7.50

Lewis and Graves operate in an industry which transfers in staff under TUPE, we are obligated to transfer the rates of pay which often are set under local government pay schemes which are higher than the national living wage but generally staff are transferred with the living wage rate which is why the median hourly rate shows little difference in rates of pay. The majority of people included in our calculations have their hourly rate fixed by the TUPE process and our clients.

The calculations are an accurate representation of our gender pay gap as of April 2018.

Mark Graves – Managing Director

## Bonus Summary

Bonus	Amount
Number of women with bonuses	0
Number of men with bonuses	0
Mean bonus rate for women	0
Mean bonus rate for men	0
Median bonus rate for women	0
Median bonus rate for men	0

*The general workforce in the cleaning industry is largely dominated by females, this is no different at Lewis and Graves where we have twice as many women working for us than men.*

**Snapshot date: April 2018**

