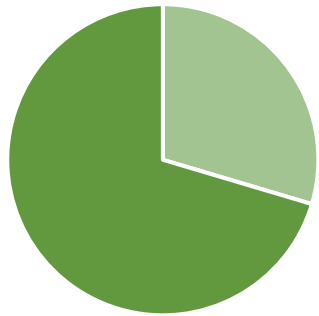


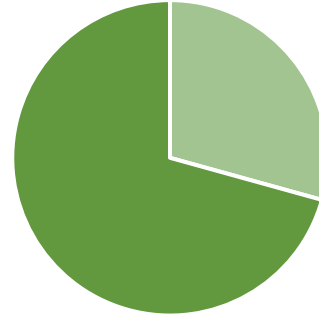
Lewis and Graves Partnership Limited Gender Pay Gap Reporting 2021

Lower Quartile



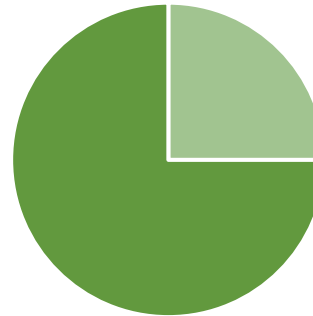
Men Women

Lower Middle Quartile



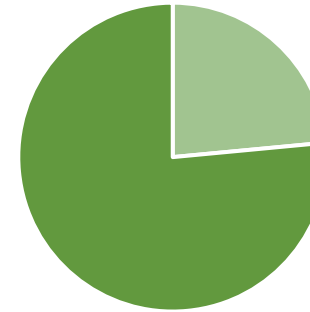
Men Women

Upper Middle Quartile



Men Women

Upper Quartile



Men Women

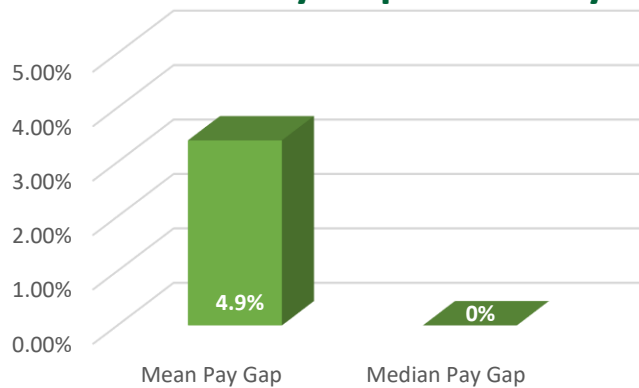
Lower Quartile	
Male	25.9%
Female	74.1%

Lower Middle Quartile	
Male	27.6%
Female	72.4%

Upper Middle Quartile	
Male	29.3%
Female	70.7%

Upper Quartile	
Male	23.8%
Female	76.2%

Gender Pay Gap Summary



Hourly Rates	Male	Female
Mean Hourly Rate	£9.82	£9.34
Median Hourly Rate	£8.72	£8.72

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 5th April 2021 .



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: 05/04/2021

