

Gender Pay Gap Report 2022

Overview

Industrial Site Maintenance Ltd ("ISM") is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2022. On this date above ISM employed 367 employees – 62.94% Men and 37.06 Women.

The below data is taken from the full pay relevant employees:

- The mean gender pay gap for ISM is 4%
- The median gender pay gap for ISM is 5.9%.
- The mean gender bonus gap for ISM is 24.6%.
- The median gender bonus gap for ISM is 18.4%.
- The proportion of male employees in ISM receiving a bonus is 4.8% and the proportion of female employees receiving a bonus is 0.7%.

Pay quartiles by gender

Band	Males	Females	Description
A	73.4%	26.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	76.6%	23.4%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	64.1%	35.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	52.3%	47.7%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

ISM continues to be committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

What are the underlying causes of ISM's gender pay gap?

The data clearly demonstrates that there is not a significant gap between the pay of employees who are men and employees who are women.

ISM continues to grow and as a result of that growth the business has expanded the middle management team, which is made up of 70.6% men which is why the upper and upper middle quartiles of men have increased this year, creating slightly more of a gender pay gap. As the business continues to grow, we expect this gap to balance out again as it has done in previous years.

The gender pay gap calculated is indicative of the industry in which we operate and the demographic of our workforce. Majority of our employees are concentrated in the same or very similar roles and pay grades.

ISM is confident that its gender bonus gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender bonus gap is the result of the roles in which men and women work within the organisation and the bonuses that these roles attract.



Katie Wood
Head of HR