



# Robertson Facilities Management – Gender Pay Report

Snapshot date 5<sup>th</sup> April 2017

Robertson Facilities Management Ltd (part of Robertson Group Ltd) is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

## Our pay gap results

- The mean gender pay gap for Robertson Facilities Management Ltd is 28.89%.
- The median gender pay gap for Robertson Facilities Management Ltd is 14.36%.
- The mean gender bonus gap for Robertson Facilities Management Ltd is 81%.
- The median gender bonus gap for Robertson Facilities Management Ltd is 0.
- The proportion of male employees in Robertson Facilities Management Ltd receiving a bonus is 6% and the proportion of female employees receiving a bonus is 3%.

## Pay quartiles by gender

Band	Males	Females	Description
A	11%	89%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	30%	70%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	76%	24%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	86%	14%	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.

## What are the underlying causes of Robertson Facilities Management Ltd's gender pay gap?

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;
- work of equal value.

Robertson Facilities Management Ltd is 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). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure;
- compares rates of pay across all roles with like for like in the industry.

Robertson Facilities Management Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

We have 349 female employees and 359 male employees and are therefore confident that we employ equally across the organisation. The bulk of our operational roles are Cleaning, Janitorial, Domestic, Catering and Maintenance positions, the majority of which are filled by female employees, as we find that the flexible shifts are attractive to mostly female employees. Our Senior and Management positions are held by both males and females; however, our Director positions are held by males.

Around 115 of our operational staff, namely Cleaning and Janitorial staff are employed on term-time contracts of employment, meaning that the pay they receive does account for non-working weeks. We do believe this has created an artificially low hourly rate for those employees when running our calculations. Those employees are paid over and above national living wage rates and in line with Local Authority pay scales, therefore we believe there is not a gender pay issue, or one of low pay in these contracts.

This can be seen above in the table depicting pay quartiles by gender. This shows Robertson Facilities Management's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Robertson Facilities Management, 89% of the employees in Band A are women and 11% men. The percentage of male employees increases within the bands, to 86% of male employees in Band D.

## Bonus pay gap

The mean gender bonus gap and the median gender bonus gap for Robertson Facilities Management Ltd are relatively large at 20 males receiving a bonus and 9 females.

The proportion of men at Robertson Facilities Management who received a bonus in the 12 months up to 5 April 2017 was 6%, while for women this was 3%. This reflects the higher proportion of men in the management and operational roles that, under our current policy, attract a business-related performance bonus.

## What is Robertson Facilities Management doing to address its gender pay gap?

The gender pay gap compares similarly with that of organisations both across the whole UK economy and within the service and facilities management sector, this is not a subject about which Robertson Facilities Management is complacent, and it is committed to doing everything that it can to reduce the gap.

We are satisfied that the issue is one of female representation in higher-paying roles, rather than of equal pay for equivalent roles. However, the majority of our upper quartile roles (encompassing our Executive, Senior Leader and Leader levels) are still occupied by males. However, Robertson Facilities Management Ltd also recognises that its scope to act is limited in some areas – it has, for example we have no direct control over the costs of contractual awards, and rates of pay inherited, particularly from PFI and PPP public sector contracts.

In the coming year, Robertson Facilities Management Ltd is also committed to:

- reviewing its policy on bonus payments;
- encouraging our senior female managers to attend the Executive Women's Leadership Development Programme- a partnership with Edinburgh University;
- where possible, in the local community areas where male representation is low, aim to attract males into operational roles;
- promote our diversity and inclusion strategy through active succession planning;
- where possible, closing the gap of our gender pay by reviewing our rates of pay in operational roles, to align closer to the Living Wage, where allowed.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Derek Shewan, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed



29<sup>th</sup> March 2018