



Gender Pay Gap
Summary

FT / PT

All

Service Tower

All

Snapshot Date

05 April 2024

Mean Avg Hourly Pay

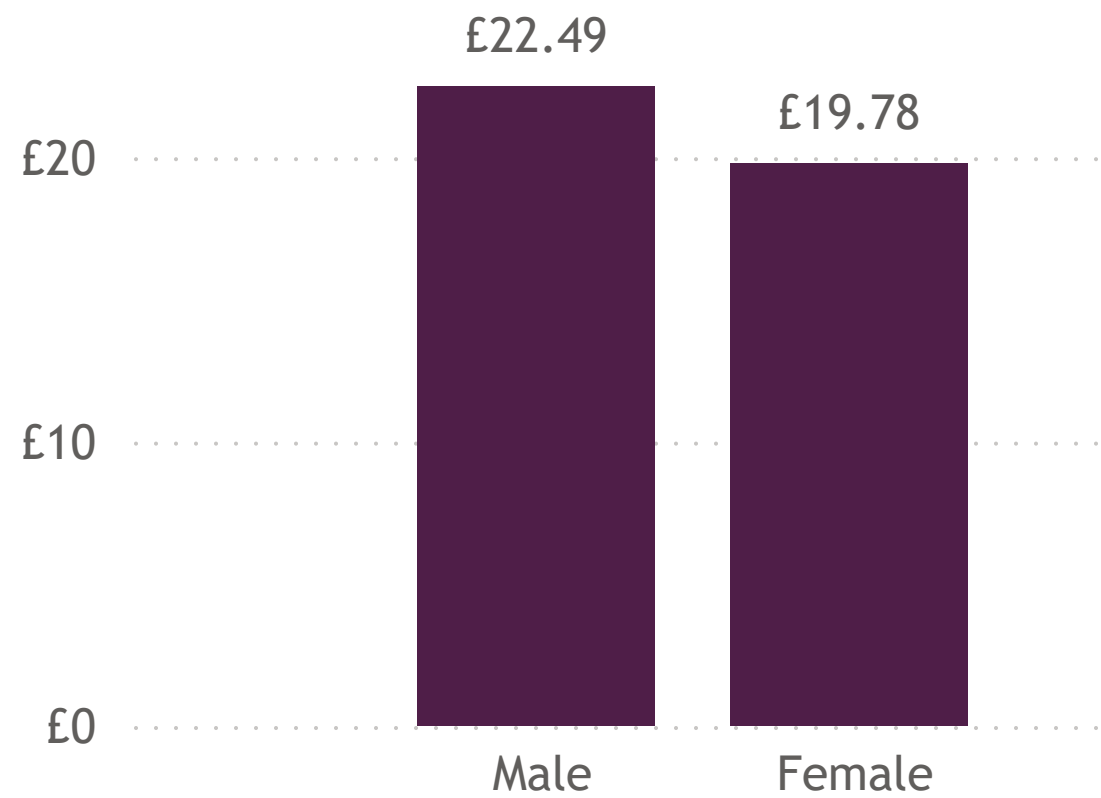
Pay Gap

£2.71

Pay Gap %

12.0%

Mean Average of Hourly Pay by Gender



Mean Avg Weekly Pay

Pay Gap

£134.62

Pay Gap %

16.2%

Mean Average of Weekly Pay by Gender



Median Avg Hourly Pay

Pay Gap

£0.91

Pay Gap %

4.7%

Median Average of Hourly Pay by Gender



Median Avg Weekly Pay

Pay Gap

£69.48

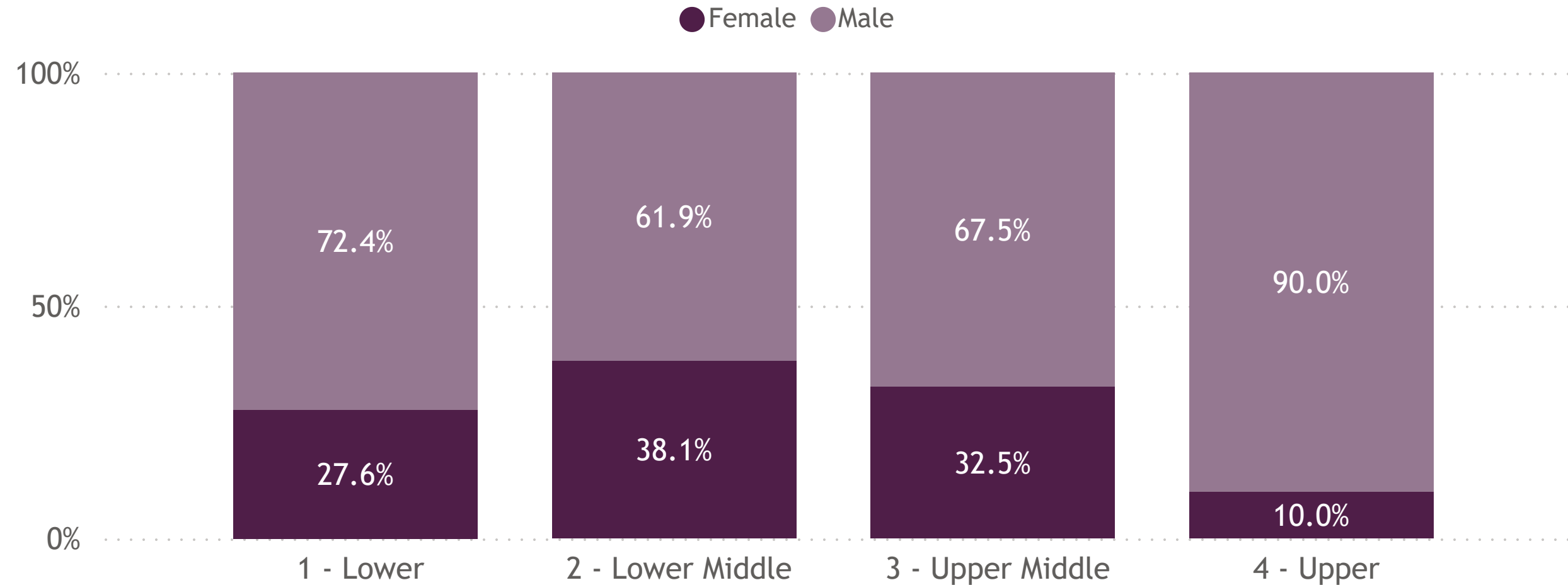
Pay Gap %

9.7%

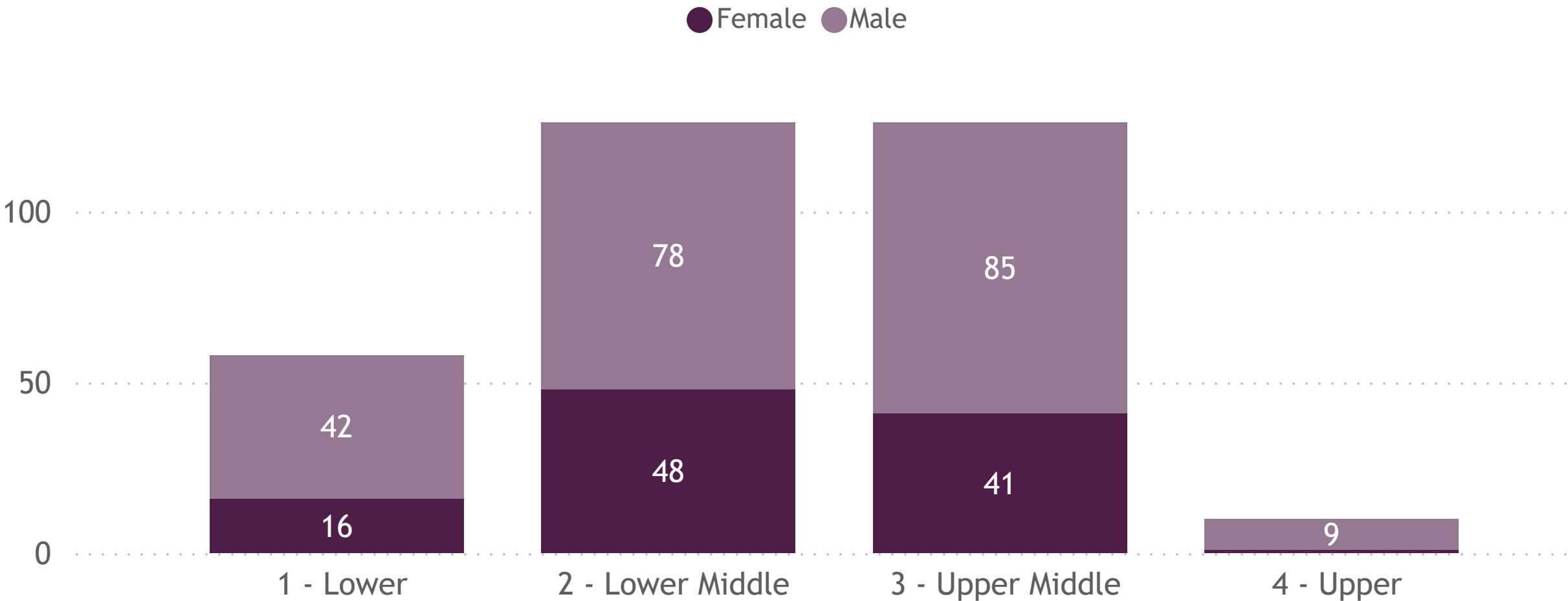
Median Average of Weekly Pay by Gender



% Employees by Hourly Pay Band Quartiles



No. Employees by Hourly Pay Band Quartiles





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| mean gender pay gap | 12.0% |
|---|-------------------------------------|
| median gender pay gap | 4.7% |
| mean bonus gender pay gap | N/A |
| median bonus gender pay gap | N/A |
| proportion of males & females receiving a bonus payment | |
| proportion of males and females in lower quartile pay band | 72.4% are male and 27.6% are female |
| proportion of males and females in lower middle quartile pay band | 61.9% are male and 38.1% are female |
| proportion of males and females in upper middle quartile pay band | 67.5% are male and 32.5% are female |
| proportion of males and females in upper quartile pay band | 90.0% are male and 10.0% are female |



Introduction

The gender pay gap shows the difference between the average (mean and median) earnings of men and women. This is expressed as a percentage of men’s earnings. Nationally, the gender pay gap varies by occupation, age group and even working patterns.

New legislation is now effective whereby an employer must comply with the regulations for any year where they have a headcount of 250 or more employees on the snapshot date. The snapshot date for private and voluntary sector organisations is the 5 April. This report is based on data as at 05 Apr 2024.

For the purposes of gender pay reporting, the definition of who counts as an employee is defined in the Equality Act 2010:

- > Employees (those with a contract of employment)
- > Workers and agency workers (those with a contract to do work or provide services)
- > Some self-employed people (where they have to personally perform the work)

The headcount for Cantium Business Solutions as at the snapshot date is 320

The gender pay reporting focuses on the following information:

- > The mean gender pay gap
- > The median gender pay gap
- > The mean bonus gender pay gap
- > The median bonus gender pay gap
- > The proportion of males and females receiving a bonus payment
- > The proportion of males and females in each quartile pay band

Written Statement

1. The mean gender pay gap for Cantium Business Solutions is 12.0% (rounded to one decimal place). Male mean hourly rate is £22.49 whereas female mean hourly rate is £19.78. This highlights that men have a mean hourly rate 12.0% higher than women.

2. The median gender pay gap for the whole of Canitu Business Solutions is 04.7% (rounded to one decimal place). Male median hourly rate is £19.33 whereas female median hourly rate is £18.42. This highlights that men have a median hourly rate 04.7% higher than women.

3. No one in Cantium Business Solutions received a Bonus payment in the timescale for reporting and as such there is not a Mean or Median Bonus Gender Pay Gap to report.

4. There are 320 full-pay relevant employees in Cantium Business Solutions including both permanent and casual assignments. These have been arranged by lowest hourly rate of pay to the highest hourly rate of pay; and then the full list has been divided into four quartiles:

> Of the 79 employees in the lower quartile, 51 are male and 28 are female. This means 72.4% are male and 27.6% are female.

> Of the 80 employees in the lower middle quartile, 51 are male and 29 are female. This means 61.9% are male and 38.1% are female.

> Of the 80 employees in the upper middle quartile, 49 are male and 31 are female. This means 67.5% are male and 32.5% are female.

> Of the 80 employees in the upper quartile, 62 are male and 18 are female. This means 90.0% are male and 10.0% are female.

| Company Organisation Name | Mean Pay Gap | Median Pay Gap | Proportion in Lower Quartile | Proportion in Lower Middle Quartile | Proportion in Upper Middle Quartile | Proportion in Upper Quartile |
|----------------------------|--------------|----------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Cantium Business Solutions | 12.0% | 4.7% | 72.4% are male and 27.6% are female | 61.9% are male and 38.1% are female | 67.5% are male and 32.5% are female | 90.0% are male and 10.0% are female |



Improving our Gender Pay Gap

Cantium Business Solutions are part of the Commercial Services Group, which is made up of different legal entities. The gender pay gap figures for these businesses can be found below.

Commercial Services continues to ensure there are suitable practices for increasing the sophistication of recruitment and selection. This includes an increasingly robust shortlisting processes and the review of talent acquisition practices including talent management and succession planning. Wherever possible we ensure selection panels are gender balanced.

We will ensure that all People Managers as part of their continuous development complete the core management training programme which include modules covering Equality, Diversity, Inclusion and Belonging. This will also ensure that those making recruitment and selection decision have been made aware of bias.

Commercial Services Kent Limited is an employer where gender diversity and inclusion is positive. This information is shared with the Executive and Remuneration Committee to ensure continued parity is maintained. Whilst there is no formal recognition of Trade Unions, the information will also be communicated to UNISON and Unite; and directly to all staff.

Commercial Services have recruited a Group Chief People, Culture and Communications Officer who will continue to drive forward our focus on achieving equity and inclusive practices. One of the key areas in this role will be to ensure that, we are a Company, committed to providing equal opportunities for advancement and fair compensation regardless of gender. To this end we will continue to develop targeted policies and initiatives.

One such initiative is the creation of a Learning Academy giving access across the Group to every employee, a range of courses for career development. We believe that this focus on growth and training of our existing teams will continue to enhance opportunities for career development with a good balance of both male and female employees having the opportunity to both acquire new skills and improve existing skills.

In 2024 we are continuing our Executive Development and Future Leaders programs plus adding a new cohort to our recently introduced development program in Operational Excellence, all of these programs have a good balance of male and female attendees and are designed to support and encourage career development. Notably both last year and this year the cohort has had a higher percentage of female to male colleagues. These developmental programmes are directed at middle level managers who may not yet have people management responsibilities.

Our commitment to meaningful change we believe is reflected in this report and the figures within.

The Education People - <https://www.theeducationpeople.org/gender-pay-gap/>

Commercial Services Kent Ltd - <https://www.commercialservices.org.uk/gender-pay-report/>

Cantium Business Solutions - <https://cantium.solutions/gender-pay-gap-report/>



Gender Pay Gap
Mean Average Pay Gap

Mean Average
Hourly Pay Gap

£2.71

Mean Average
Hourly Pay Gap %

12.0%

Mean Average
Weekly Pay Gap

£134.62

Mean Average
Weekly Pay Gap %

16.2%

FT / PT

All

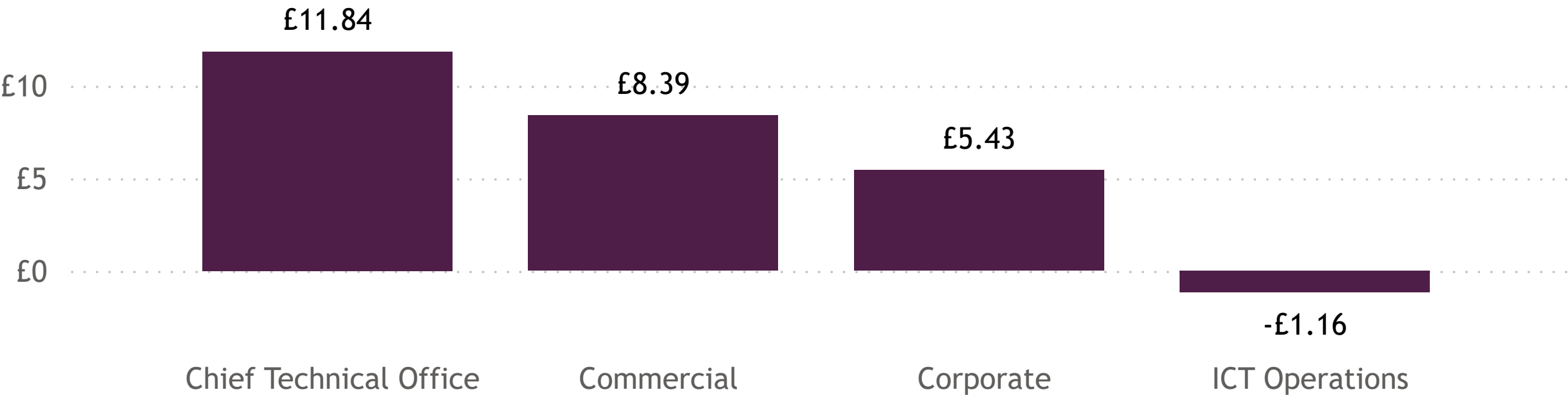
Service Tower

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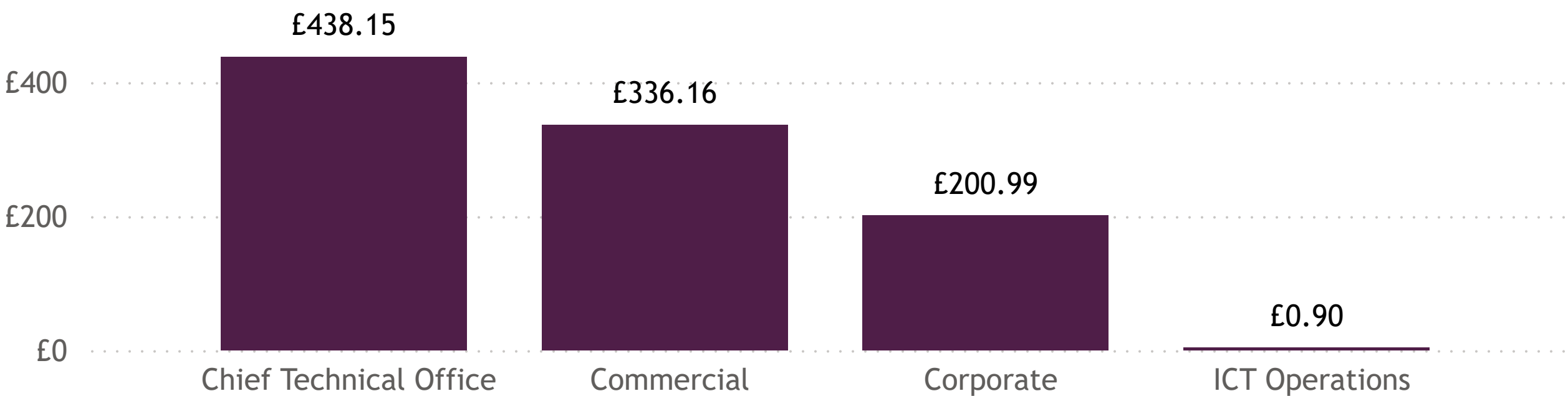
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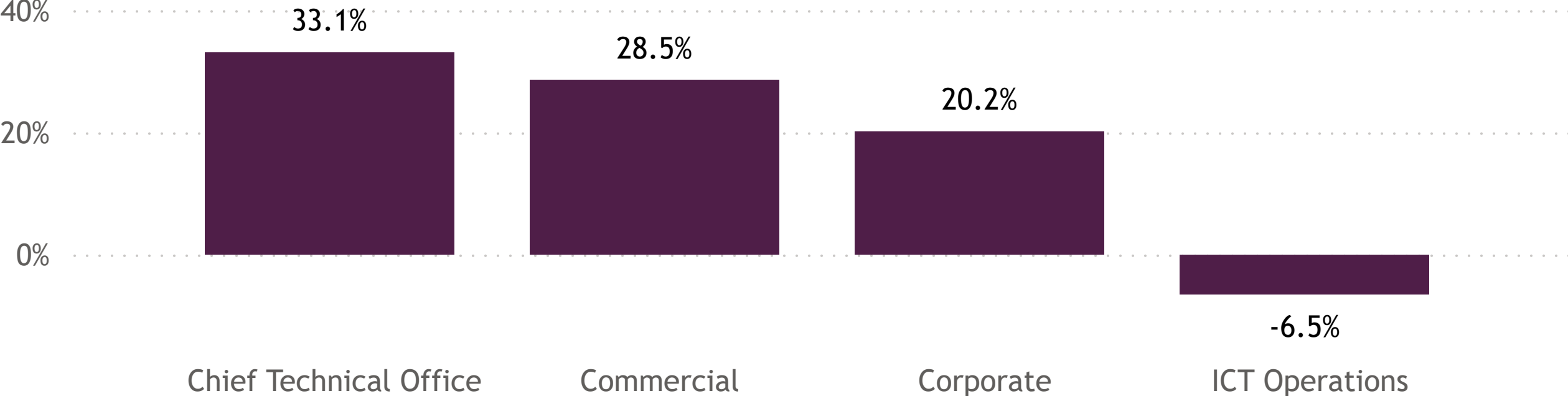
Mean Average Hourly Pay Gap by Business Unit & Team



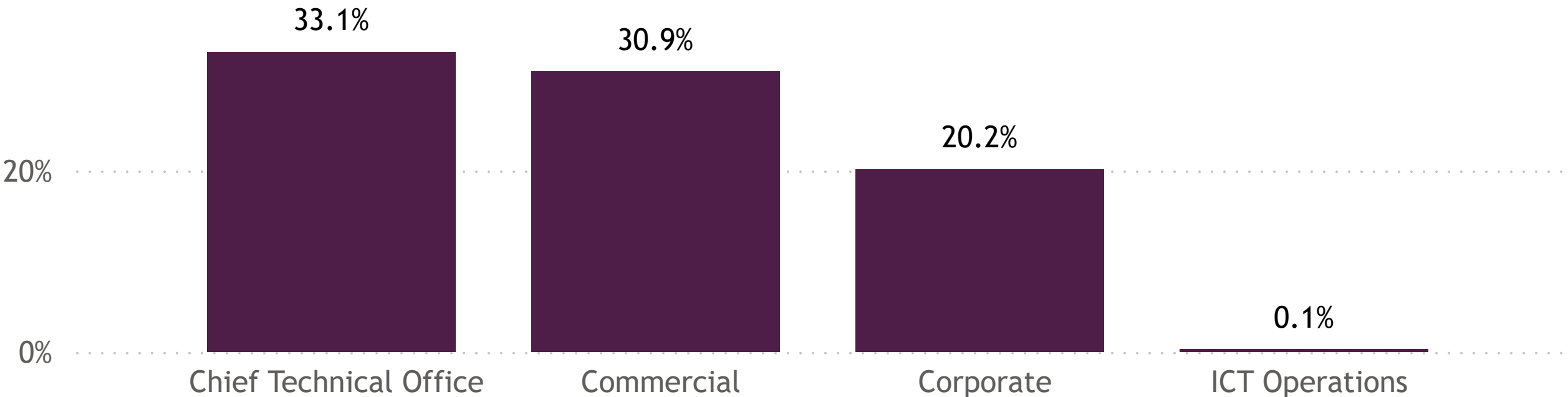
Mean Average Weekly Pay Gap by Business Unit & Team



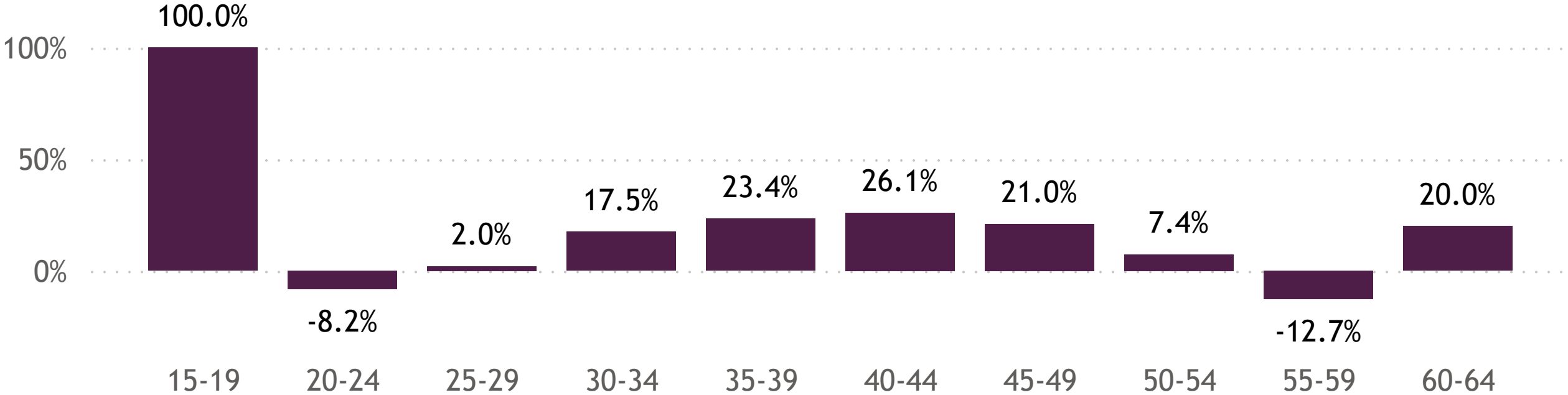
Mean Average Hourly Pay Gap % by Business Unit & Team



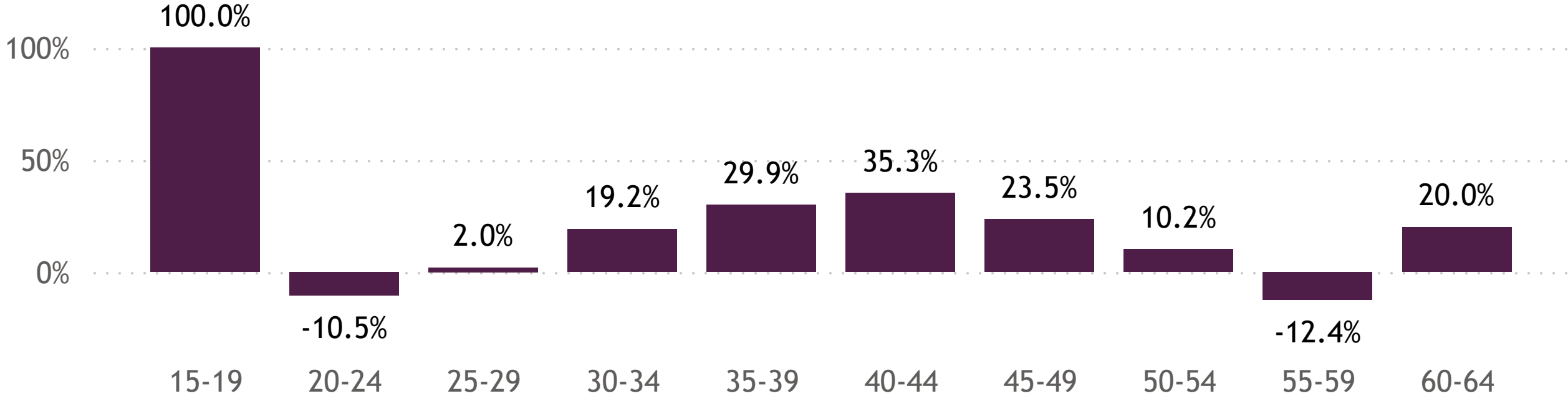
Mean Average Weekly Pay Gap % by Business Unit & Team



Mean Average Hourly Pay Gap by Age Band



Mean Average Weekly Pay Gap % by Age Band





Gender Pay Gap
Median Average Pay Gap

Median Average
Hourly Pay Gap
£0.91

Median Average
Hourly Pay Gap %
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Median Average
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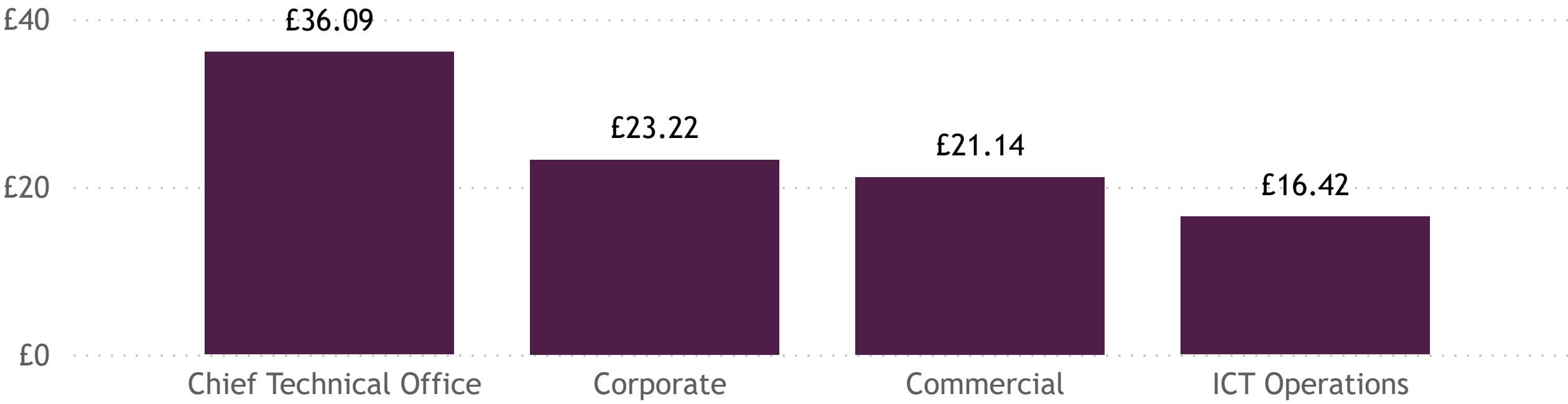
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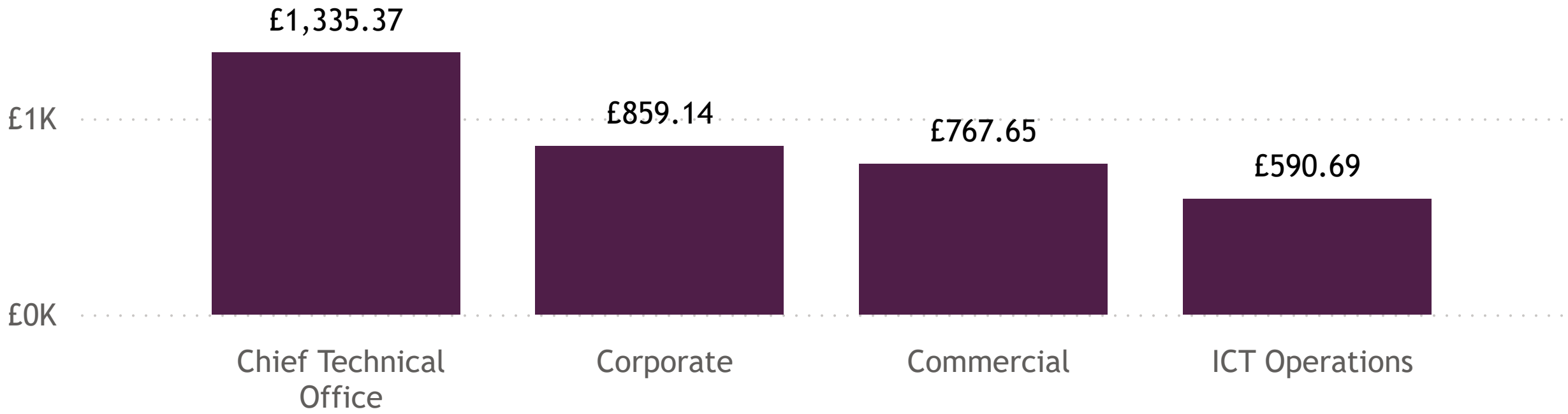
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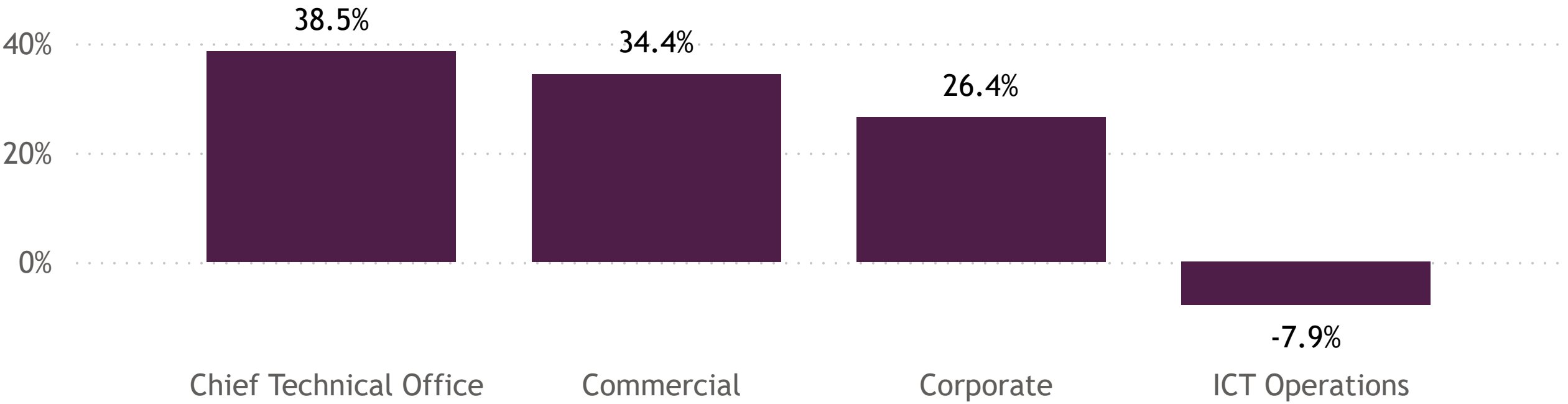
Median Hourly Pay Gap by Business Area & Team



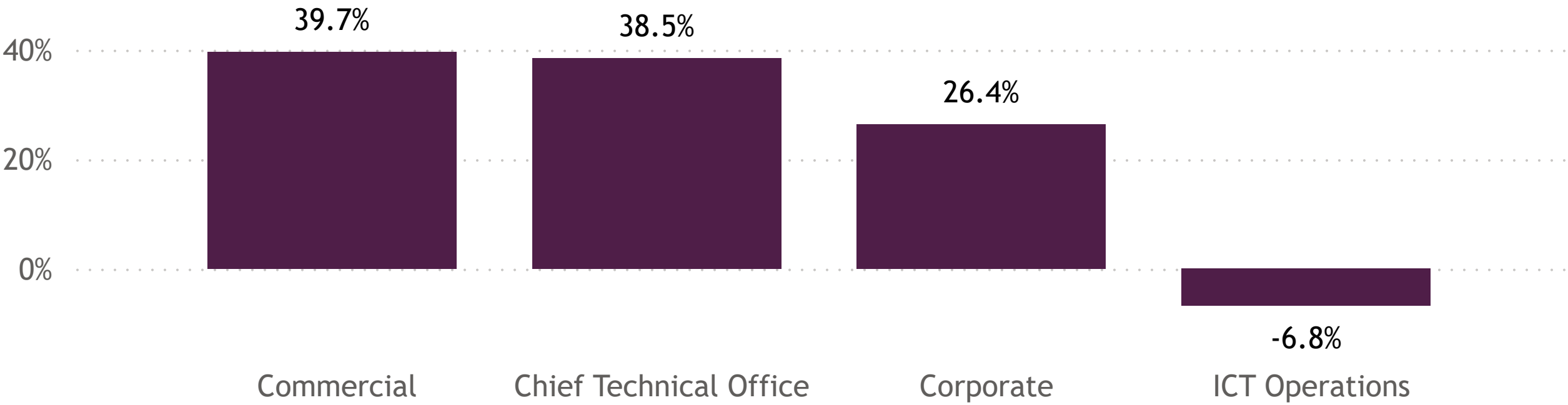
Median Weekly Pay by Business Area & Team



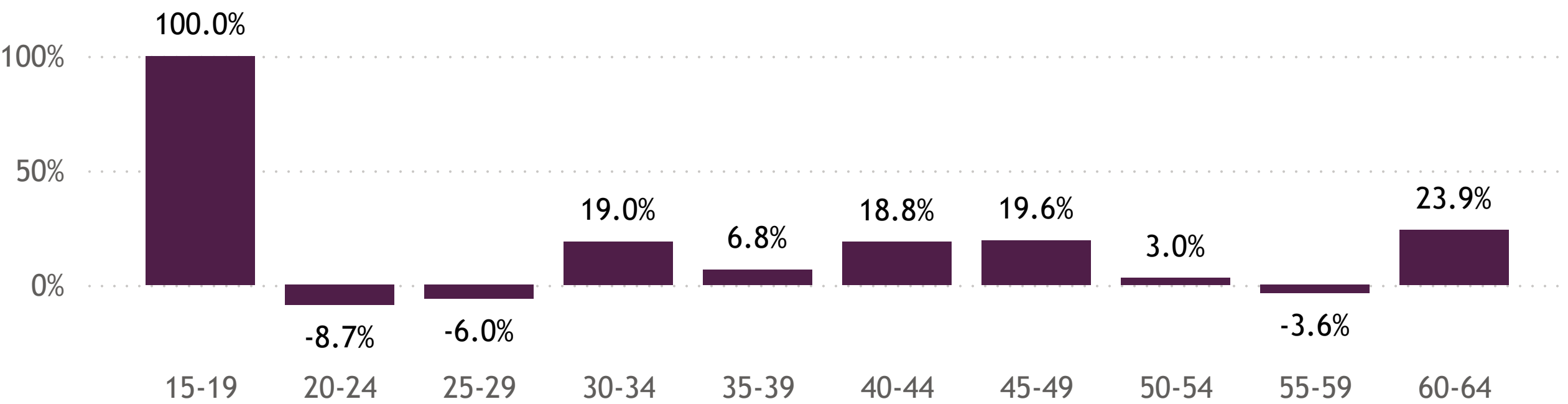
Median Hourly % Pay Gap by Business Area & Team



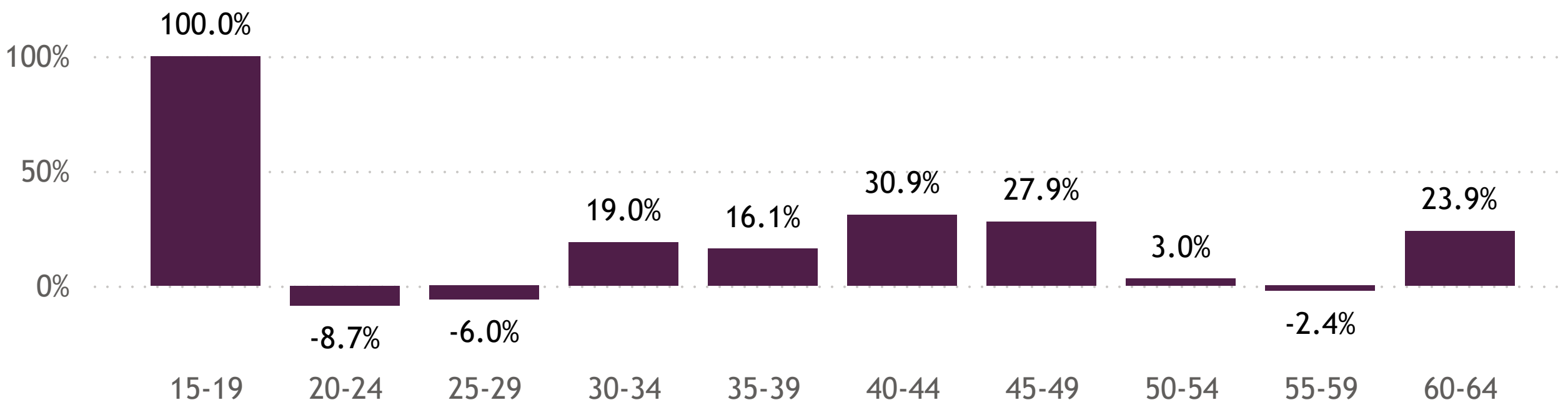
Median Weekly % Pay Gap by Business Area & Team



Median Hourly % Pay Gap by Age Band



Median Weekly % Pay Gap by Age Band





Hourly Pay Calculations

- 1. **Total the pay** for the Period in question - for Cantium this is Annual Pay
Regulations state a year is treated as having 365.25 days
- 2. **Calculate Weekly Pay** - Multiply Total Pay amount by ‘the appropriate multiplier’
This is 7 divided by the number of days in the pay period.
- 3. **Hourly Pay** = Divide the Weekly Pay by the Weekly Hours

For example...

Jenny, a full-pay relevant employee, received £1300 in ordinary pay for the period involving the snapshot date.

Jenny has a pay period of 14 days, so the calculation needed would be 7 divided by 14, making the appropriate multiplier 0.5. £1300 multiplied by 0.5 brings the amount to £650.

Jenny has weekly working hours of 40 hours per week, so the calculation needed would be £650 divided by 40, making the hourly pay £16.25.

Mean & Median Average Calculations

The calculation is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean / median hourly rate of pay of all male full-pay relevant employees.
B is the mean / median hourly rate of pay of all female full-pay relevant employees.
The result is expressed as a percentage.

For example...

An employer with a mean hourly rate of pay of £15.25 for all male full-pay relevant employees and £13.42 for all female full-pay relevant employees would have a 12.0% mean gender pay gap (rounded to one decimal place).

What the Results Show

- For the results of the first four calculations:
- A **positive** percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees.
 - A **negative** percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees.
 - A **zero** percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and femaleemployees or completely equal pay or bonuses overall.

Quartile Calculations

- First**, rank by hourly rate of pay from the lowest hourly rate of pay to the highest hourly pay rate.
Second, divide into quartiles by dividing this list into four sections. The quartiles (from the lowest to highest) are called the lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile.
Finally, express the proportion of male and female employees in each quartile band
The first calculation is:

$$\frac{A}{C} \times 100$$

The second calculation is:

$$\frac{B}{C} \times 100$$

- A is the number of male full-pay relevant employees in the quartile
B is the number of female full-pay relevant employees in the quartile
C is the total number of employees in the quartile

For example...

An employer has 322 full-pay relevant employees, has arranged them by lowest hourly rate of pay to the highest hourly rate of pay, has divided the list into four quartiles and ensured employees on the same hourly pay rate are distributed evenly by gender where they cross the quartile boundaries.

- Of the 81 employees in the lower quartile, 48 are male and 33 are female. This means 59.3% are male and 40.7% are female.
- Of the 80 employees in the lower middle quartile, 28 are male and 52 are female. This means 35% are male and 65% are female.
- Of the 81 employees in the upper middle quartile, 40 are male and 41 are female. This means 49.4% are male and 50.6% are female.
- Of the 80 employees in the upper quartile, 58 are male and 22 are female. This means 72.5% are male and 27.5% are female.



ACAS Guidance on Gender Pay Gap Reporting https://archive.acas.org.uk/media/4764/Managing-gender-pay-reporting/pdf/Managing_gender_pay_reporting_07.02.19.pdf

Government Websites - Data to Gather <https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>

Government Websites - Calculations <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

Office for National Statistics <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>