



# It's all about the people

CSG | Gender Pay Gap Report 2018

# About us

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Founded in 1934, we are one of the UK's leading suppliers of specialist waste management solutions, offering a diverse range of services to householders and businesses nationwide.

Our dedicated, in-house transportation network enables us to collect most types of hazardous and non-hazardous waste streams from many locations throughout the UK, whilst our treatment and recovery centres utilise bespoke technology to treat, recover and recycle the waste that we collect. As was the case in 1934, we remain a family-owned business to this day.

Based from our head office near Fareham, Hampshire we operate over 28 facilities stretching from Cornwall to Kent and up to Manchester and Hexham in the north with a team of drivers, operatives, specialist consultants and engineers working together throughout the UK.

We are strongly motivated by the goal of diverting waste from landfill, recovering and recycling as much as possible from the waste streams that we handle.

## **Our mission statement:**

To grow a sustainable, innovative and prosperous business while maintaining a high level of commitment to customers, shareholders, employees and the environment.

## **Our core values:**

- ▶ Customer Service
- ▶ Innovation
- ▶ People
- ▶ Heritage

# What is a gender pay gap?

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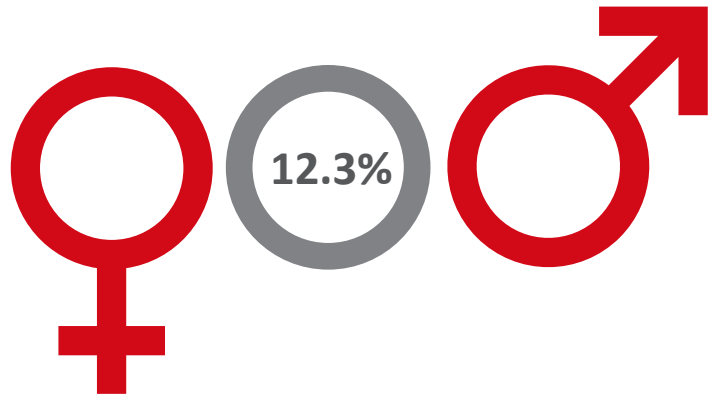
From April 2017 the government introduced gender pay gap reporting for all companies with more than 250 employees on the snapshot date of 5th April. As the CSG group employed over 250 people on this date we are proud to comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and publish our data.

The gender pay gap measures the differences in average pay of male and female employees, irrespective of job role or seniority. This is different to equal pay which looks at the differences between male and females performing the same or similar work, or work of equal value.

**This is our report for the snapshot date of 5 April 2018.**

# CSG's gender pay gap

The mean gender pay gap for CSG is:



The median gender pay gap for CSG is:



# How does our pay gap compare?

Our analysis of the gender pay gap for the period April 2017 to April 2018 again shows that as an organisation, Cleansing Service Group performs very favourably against the national mean and median statistics for the UK. The statistics for the UK as a whole are detailed below:

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) annual Survey of Hours and Earnings (ASHE) figures) is 17.1%.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 17.9%.

	CSG	Whole Economy (2018 ONS ASHE)
Mean Gender Pay Gap	12.3%	17.1%
Median Gender Pay Gap	8.5%	17.9%

# Gender pay gap background

The UK economy as a whole continues the trend identified in the ONS report for 2017 where men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in more junior, front-line roles. However, CSG acknowledges that the gap for full time workers in the UK has decreased in this reference period by 0.5%.

The ONS ASHE additionally reported that men are more likely to be in technical roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children.

Women are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. CSG's position against this national trend continues in this reference period and reflects the national picture.

The waste management industry continues to employ a larger number of males than females and this is reflected in CSG's employee ratio which as at the snapshot of 5th April 2018 stood at 111 female employees and 363 male employees.

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.

CSG 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.

We are encouraged at the point of writing this report that CSG has appointed its first female executive director to the Board who will have responsibility for the Treatment and Recovery division.

CSG 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 perform within the organisation and the salaries that these roles attract.

This can be seen below in the table depicting pay quartiles by gender. This shows CSG'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.

Band	Males	Females
A - Lower Quartile	64.7%	35.5%
B - Lower Middle Quartile	77.6%	22.4%
C - Upper Middle Quartile	83.6%	16.4%
D - Upper Quartile	85.5%	14.5%

## The gender bonus gap

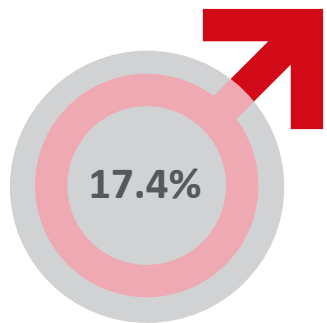
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The mean gender bonus gap for CSG is 48.8%; this is due to more males working in senior roles that attract a bonus. However, if the directors are removed from the calculation the mean gender bonus gap for CSG is 17%.

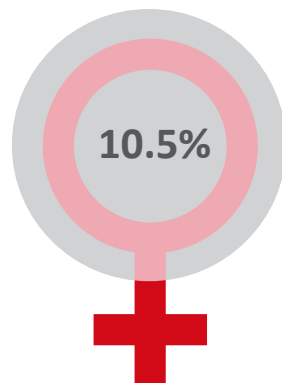
The median gender bonus gap for CSG is 24.5% which has increased against the last report due to no Company wide bonus payments being made to all employees, although individual performance related bonuses were paid to managers of business units which met their performance target.

The proportion of men at CSG who received a bonus in the 12 months up to 5 April 2018 was 17.4%, while for women this was 10.5%. This proportion is significantly different to that reported in our 2017 report due to the Company as a whole not reaching its profitability trigger for a Company wide bonus to be paid.

**Male employees in CSG that are receiving a bonus:**



**Female employees in CSG that are receiving a bonus:**



## What is CSG doing?

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While CSG's gender pay gap continues to compare favourably with that of organisations across the whole UK economy, the directors continue to put equality and fairness of pay at the forefront of its HR strategy.

CSG continues to ensure best practice through the coaching of its managers and monitors its recruitment practices to ensure fairness of pay when comparing similar jobs and with the current market place salary demands.

Steps that CSG will take to promote gender diversity in all areas of its workforce include:

### **Creating an evidence base:**

To identify any barriers to gender equality and inform priorities for action. This will include:

- ▶ The proportions of men and women applying for jobs and being recruited.
- ▶ The proportions of men and women applying for and obtaining promotions.
- ▶ The proportions of men and women leaving the organisation and their reasons for leaving.
- ▶ The numbers of men and women in each role and pay band.
- ▶ Take-up of flexible working arrangements by gender and level within the organisation.

These initiatives will not remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, CSG is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

# Directors' statement

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I, Neil Richards, Managing Director, and I, Steve Hicks HR Director both confirm that the information in this statement is accurate.



**Neil Richards**  
Managing Director



**Steve Hicks**  
HR Director



**Date:** 02/04/2019