

Gender Pay Gap Reporting 2018 - Johnson Cleaners (UK) Limited

Johnson Cleaners (UK) Limited employs some 912 colleagues and became part of Timpson Group in January 2017. We are committed to being a fair and inclusive employer, enabling all colleagues, regardless of gender, race, background, or any other characteristic, to reach their potential with us.

Our report on our gender pay and bonus pay gap follows the methodology set out by the Government, comparing the hourly rates of pay between our male and female colleagues, as at 5th April 2018. In addition, our report provides context to the key gender pay figures and outlines actions we are taking to improve them.

Gender pay gap analysis is different from equal pay. Equal pay is concerned with men and women receiving equal pay for the same or similar or work of equal value. The gender pay gap is concerned with showing the difference in the average hourly earnings of men and women regardless of their roles across the business.

Gender Pay and Bonus gap - The table below shows JCUK's mean and median hourly gender pay gap as at 5th April 2018 and the bonus gap for the 12 months to 5th April 2018.

Johnson Cleaners Gender Pay & Bonus Gap	<u>2018</u>		<u>2017</u>	
	<u>MEAN</u>	<u>MEDIAN</u>	<u>MEAN</u>	<u>MEDIAN</u>
Difference between men and women				
Gender Pay Gap	20.6%	2.9%	17.4%	8.9%
Gender Bonus Gap	58.5%	5.3%	69.3%	16.2%

The bonus and pay gap figures above show the difference between the average hourly and bonus pay levels for women at JCUK compared to men and the calculations include all elements of pay as defined in the regulations. Where the pay gap is a positive % it shows the extent to which women earn on average less per hour than their male counterparts.

The JCUK mean gender pay gap of 20.6% and its median gender pay gap of 2.9% compare favourably to the UK national mean gender pay gap of 17.4% and the median national gender pay gap of 18.4% but this still leaves room for improvement and we are committed to taking action to close the gap.

Prior to the 2017 acquisition of JCUK by Timpson, only branch managers earned a branch bonus. This was unfair and therefore scrapped. Now, once a JCUK branch is refitted and colleagues have been through the new colleague skills training programme, bonus will be available to everyone.

Proportion of colleagues receiving a bonus – the table below shows the proportion of men and women who received a bonus. It also shows the availability of a bonus for those at work.

Proportion of male and female colleagues receiving bonus pay		
	<u>2018</u>	<u>2017</u>
Female	97%	5%
Male	85%	4.2%

Pay quartiles

This table shows the proportion of males and females across JCUK in four equally sized groups, each quartile containing 228 colleagues, sorted by level of pay.

Lower Quartile 2018		Lower-middle Quartile 2018		Upper-middle Quartile 2018		Upper Quartile 2018	
78.7%	Female	85.2%	Female	89.8%	Female	72.2%	Female
21.3%	Male	14.8%	Male	10.2%	Male	27.8%	Male

Lower Quartile 2017		Lower-middle Quartile 2017		Upper-middle Quartile 2017		Upper Quartile 2017	
85.0%	Female	84.0%	Female	83.5%	Female	70.6%	Female
15.0%	Male	16.0%	Male	16.5%	Male	29.4%	Male

This shows that we employ many more females than males, including the top pay quartile of our business.

Our plans to close the gap.

We will be working on the opportunities arising from gender pay reporting and our ongoing analysis will ensure we are pro-actively managing our pay fairly and equitably. We know that this is not directly about pay but about the need to constantly review recruitment, job design, coaching and support, mentoring and enabling. To that end, we are taking the necessary action to help us achieve our goal.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paresh Majithia
Finance Director