



ESTABLISHED 1931

T. C. BIBBY & SONS

Complete Washroom Services & Supplies
Feminine Hygiene Service
Daily Office Cleaning & Window Cleaning
Clinical, Hazardous, Offensive
Pharmaceutical Waste Collections

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Gender Pay Gap Reporting

TC Bibby & Sons is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For TC Bibby & Sons to be compliant this involves carrying out the three calculations applicable to us, which show the difference between the average earnings of men and women in our organisation:

- The mean gender pay gap
- The median gender pay gap
- The proportion of males and females in each quartile band

Results

The mean gender pay gap	5%
The median gender pay gap	0%

- The mean gender pay gap – A positive percentage here means that on average male employees have 5% higher pay than women across the company.
- The median gender pay gap – A zero percentage here reveals that we have equal pay between the typical male and female employees. This is the case for our 'like for like' roles across the company, which is a positive result.

The table below illustrates the split of male and female employees across the quartiles defined by the regulations.

	Male	Female
Upper Quartile	19.4%	80.6%
Upper Middle Quartile	16.2%	83.8%
Lower Middle Quartile	16.2%	83.8%
Lower Quartile	15.5%	84.5%

As this table illustrates, there is a slightly higher percentage of male roles in the Upper Quartile. This is due to the very small number of top management roles in the business being predominantly male.

Our focus is always on the right person for the role regardless of gender, we think this is clear with 83% of our workforce being female.

I can confirm that the information in this report is accurate.

A handwritten signature in black ink, appearing to read 'Geoff Bibby', written over a light blue horizontal line.

Geoff Bibby

Proprietor