



## Gavin Jones Gender Pay Gap Statement published 2020 for 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Is the Gender Pay Gap the same as Equal Pay? No

What is the Gender Pay Gap?

The gender pay gap shows the **difference in the average pay between all men and women in a workforce. Gender pay reporting is different to equal pay**

What is Equal Pay?

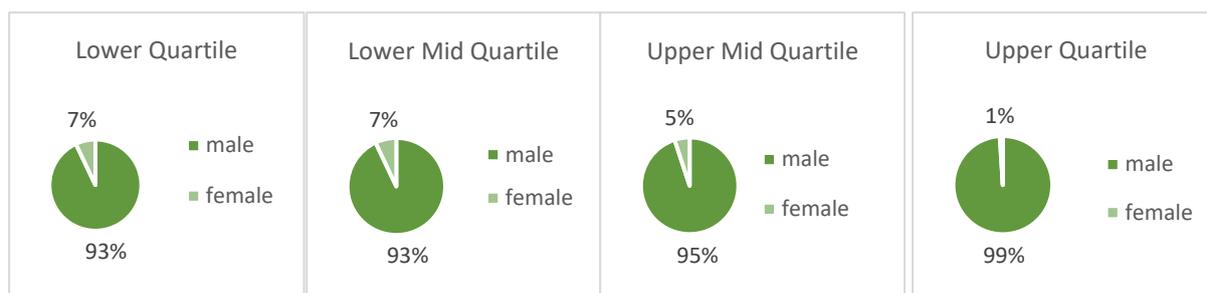
Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.**

### Our Results

A negative figure means that female results are higher than male results. A positive figure means that male results are higher than female results.

1)	Mean Gender Pay Gap = 16.6%
2)	Median Gender Pay Gap = 11.0%
3)	Mean Bonus Gender Pay Gap = 49%%
4)	Median Bonus Gender Pay Gap = 47%
5a)	Proportion of Males receiving a bonus payment = 8.5%
5b)	Proportion of Females receiving a bonus payment = 17.6%

6) The proportion of males and female employees in each quartile pay band:



**Our Statement**

This is our third year of reporting and we are pleased to show that we have again increased the proportion of female employees in the operational side of our business from 4% to 7%. This is now a 5% increase in 2 years from our starting point and demonstrates progress in our aim of recruiting more females into the grounds maintenance industry.

Our upper quartile figures have reduced however during this same period, but this has been due to a major restructure of the Gavin Jones business since the acquisition in 2018. The support functions and a number of management roles TUPE Transferred into the Nurture Landscapes part of the group. This involved a large number of female employees and their movement from one part of the business to the other appears to show an adverse effect on our Gender Pay Gap results. However as a group we are pleased that we know the reason for the change and have seen the positive effect of the change in the larger part of our group.

We also have hopes and plans that the incoming females that have come into our business at the operational part of our team will rise through the management structures in the future to again see higher numbers of females represented in the upper quartiles of the Gavin Jones Business.

This same explanation applies to the changes we have seen to the percentage figures in our Mean and Median Pay Gap reporting. The figures show an increase in male pay, but this has been due to the movement of the mainly female workforce from Gavin Jones to Nurture Landscapes.

**Our Aims**

We have to recognise the fact that we as a company and our industry as a whole is very male dominated. It has not traditionally been regarded as an industry appealing to females, and we do not expect this to change easily or quickly.

We will continue to work towards increasing the percentage of females in our operations positions, with the long term plan to have more females in operational management and sales roles where the salaries and potential bonus opportunity is the highest.

Our actions have already seen improvements over the last three years and we will strive for further and ongoing improvement in the years to come through our internal monitoring processes, continued development in recruitment and promotion as well as marketing activities and our work with schools and colleges.

Signed   
Managing Director

Dated 1<sup>st</sup> August 2020