

UK Gender Pay Gap Report 2020

PUBLISHED OCTOBER 2021



Introduction



A Message From:
Andrea Gomm
People Director

‘Our continued Focus... Year 4: Gender Pay Gap Reporting’
idverde is pleased to publish the results from our Gender Pay Gap report for 2020. The data was taken from a ‘snapshot date’ of 5th April 2020. Also included within this data is the gender pay gap for the legacy TCL business which was acquired in October 2019 by *idverde*.

In 2020 we saw the balance in our Gender Pay Gap take a further shift down the scale from 2019 towards the centre from -9 to - 6.65, this was caused by an increase of females employed in our business working at varying levels within our organisation, and this is a positive trend that we have seen again this year. Our results feature a negative pay gap result meaning that females are typically on higher pay rates than their male counterparts.

Our business is somewhat unusual when making comparisons to other organisations, especially those from different sectors, but we typically represent the grounds maintenance and landscaping industry in that the majority of our colleagues are male and employed in ground maintenance and landscaping operation roles.

The rates of pay for such roles are less favourable than other roles, such, as Administration, Contract Management, or Support Function roles, in which the majority of our female colleagues are employed.

There are, of course exceptions to this, we are aware of this and are taking action to address the imbalance.

Along with many other people in the world, we celebrated International Women’s Day in March. I am proud to say that as a business we were able to recognise women in roles from Apprentices to Contract Managers, and those who are embarking upon training to continue their careers, not only in this industry but, with *idverde*.

Just like last year, here at *idverde* we are keen to focus on total equality in all of our roles, opportunities and pay rates and this will continue to be at the heart of our business.



Respect



Innovation



Responsibility



Focus



Integrity



Collaboration



Organisational Context...

idverde is Europe's largest provider of Landscape Creation projects and grounds maintenance services. We offer a holistic range of services to support the creation, maintenance and management of landscapes throughout the UK, working with both public and private sector clients to deliver bespoke solutions for each project's unique challenges.

idverde UK's services range from professional open space management, to landscape design and build, grounds maintenance, tree surgery, outdoor facilities management, biodiversity management, waterways and traffic management.

idverde UK is committed to creating a fair, diverse and inclusive organisation. We seek to create an environment for all our colleagues that enables them to achieve their maximum potential and contribute fully and to derive maximum benefit from their involvement within the company.



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Organisational Structure...

Within our business the majority of our workforce is made up of hourly paid Grounds Maintenance Operatives, especially during the peak season (March –October). Currently we see more applicants from males for our outdoor manual roles. *idverde* UK is looking at ways to attract more females to choose a career in Landscape Creation and Maintenance in order to create a greater diversity amongst the teams.

The proportion of our females work in our salaried, Support Functions and Management positions, with a third of our Senior Management Team being female.

idverde UK is currently developing a formal grading structure following our recent acquisitions.

Our grading structure which is being developed, will focus on creating a consistent and transparent reward structure, regardless of gender, or previous employing entity. However as we are an out-sourced services provider, there will be differences that are protected under TUPE.



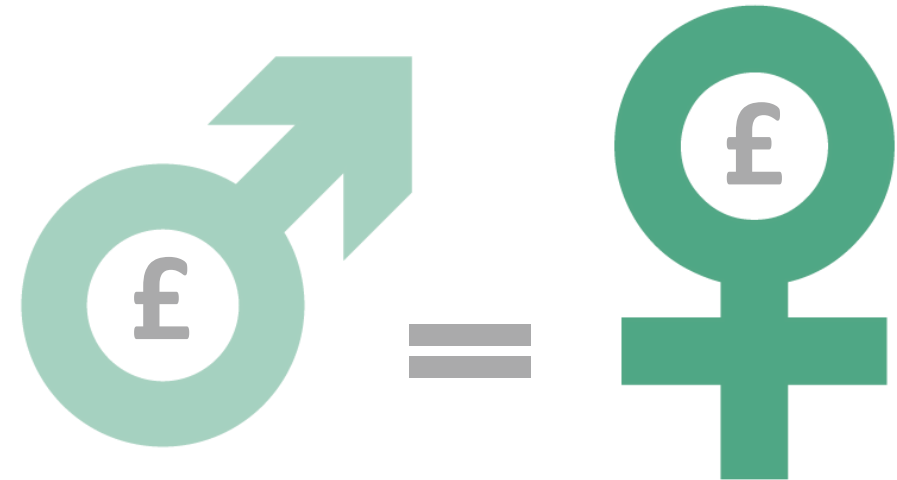
What is the Gender Pay Gap?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), relevant employers in the private and voluntary sectors are required to publish gender pay gap information on an annual basis.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

As per the regulations we use Mean, Median, and Quartiles to analyse the pay data, across the page you will see the definitions of how these are calculated.

These calculations are based on the 'relevant full pay' colleagues only, which only includes those who received their normal March salary.



	2020	2019	2018	2017	YoY Difference
Male	2,860	1,878	1,342	971	+982
Female	369	194	133	125	+175
Total	3,229	2,072	1,475	1,096	+1,157

Understanding Gender Pay Gap Data

Mean

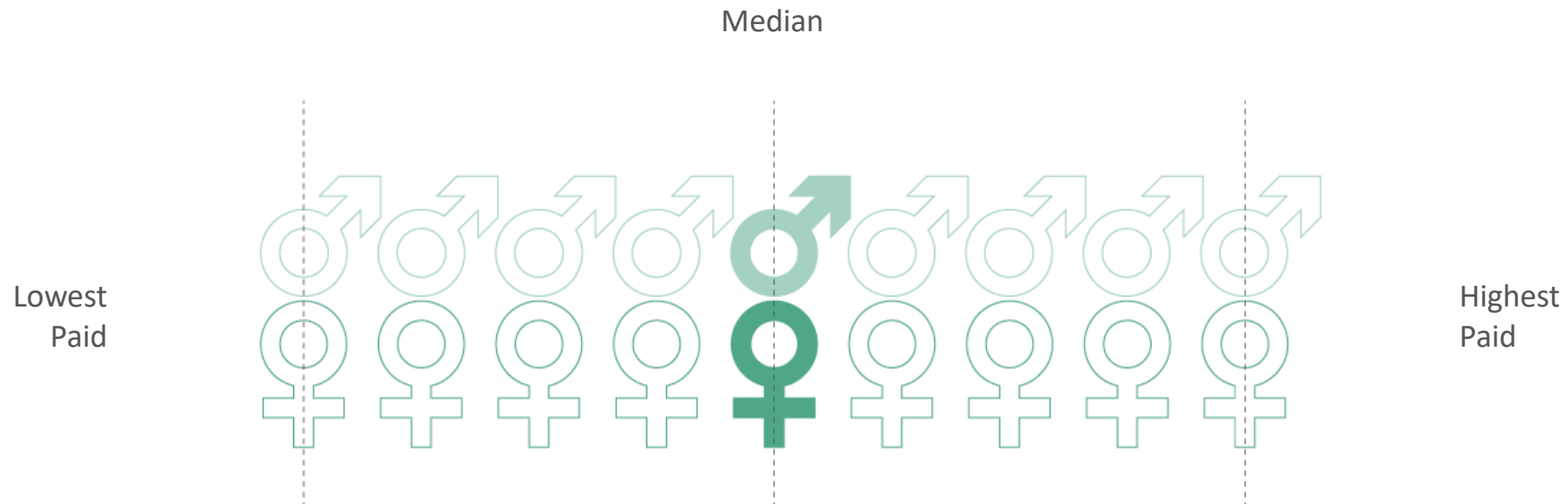
This is calculated by adding up all of the total pay then dividing it by the number of colleagues on the report. This is split by Male and Female

Quartiles

This shows the proportions of male and female colleagues split into four equal quartile pay bands

Median

This is calculated by ranking every pay from lowest to highest, then identifying the middle point in the range of numbers. This is split by Male and Female



Our Results

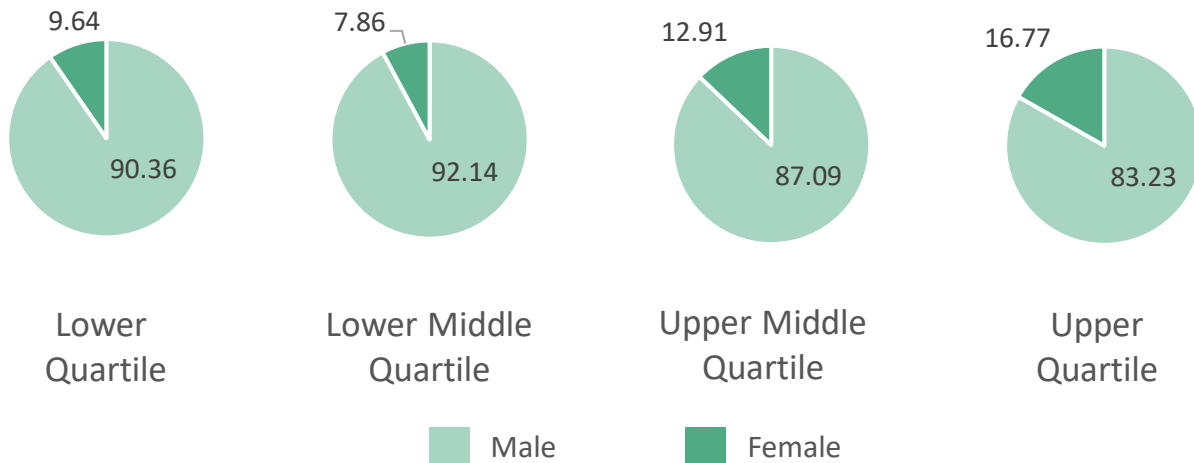
Gender Pay Gap

This shows the proportions of male and female gender pay gap

	2020 (%)	2019 (%)	2018 (%)
Mean	-6.65	-13.2	-9
Median	-8.59	-13.4	-2.67

Pay Quartiles

We saw an increase in the number of operational colleagues we have in the business since we last reported our figures, and this has had a slight impact on our quartiles (%)



Gender Bonus Gap

This shows the proportions of bonus pay difference between Male & Female



Differentials

Our figures show we were unusual compared with the majority of other organisations, in that our results conveyed a mean gender pay gap of a negative number.

This year's results show a -6.65% gender pay gap which is an increase of 2.4% from last year. This is due to the increase in our operational headcount over the year, a number of which would have been inherited via TUPE and through acquisition.

Our continued aim is to reduce the gender pay and bonus gap to 0% so that there are no differences between pay based on gender. This year sees a step towards this goal.

Gender Pay Gap

	2020 (%)	2019 (%)	Diff (%)*
Mean	-6.6	-9	+2.4
Median	-8.5	-2.5	+6

Gender Bonus Gap

	Mean		Median	
	2020	Diff*	2020	
Male	5,806	+4615	1,388	
Female	5,968	+5199	1,986	
%	-2.79	-32.6	43.1	+33.2

What're we doing?

Our gender pay gap is not caused by unequal pay but by the under representation of women across all of our operations. This is not only a challenge within *idverde*, but the industry as a whole, and we have a responsibility to drive forward initiatives to change this.

Below are some of the ways we are looking to address this imbalance:



Continually assess our employer brand, striving to be better



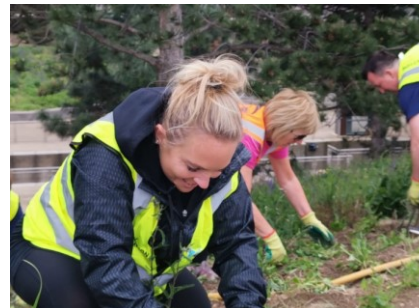
Increase presence at recruitment fairs and other external facing events



Develop a targeted approach to encourage female applicants



Encourage applications from outside of our industry



Final Words



A Message From:
Chris Pullen
CEO

As highlighted not only through this report, but also our previous reports, the demographic in our sector, is largely male, but as we have seen the number of women entering the sector, is increasing and this can be seen in our own colleague headcount, with more women joining the business in a variety of different roles. We are proud to see that the steps that we have taken so far, have begun to make an impact.

However, there is still more our industry, and our business can do, as we continue to launch new initiatives I hope to see a true balance in our gender pay gap.



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