

# UK Gender Pay Gap Report 2022

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# Introduction

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## Year 6: Gender Pay Gap Reporting

idverde is pleased to publish the results from our sixth Gender Pay Gap report. The data was taken from a 'snapshot date' of 5<sup>th</sup> April 2022. The Gender Pay Gap is the difference in average hourly rates of pay between male and female colleagues across the organisation.

Our Gender Pay Gap sits at -12.9%, a 2.7% increase on last year. This indicates that while we are attracting women into our organisation, they tend to be recruited into higher paid roles. This under-representation of women across all our operations, but specifically in our front-line operational roles, needs to be our key focus.

We are continuing in our efforts to inspire women into the industry by reviewing our policies to making them more female friendly and making training and development opportunities easily accessible so women can start or continue their careers with idverde. While we focus on this, we expect to see our gender pay gap fluctuate as we encourage more women into landscaping, grounds maintenance and management roles.

Tackling the Gender Pay Gap is a long-term goal of the business and we are continuing to look at ways of increasing the number of women across all levels, particularly in grounds maintenance and landscaping roles, from on-site colleagues through to senior management level. Here are some of the ways we are hoping to achieve this:

- Creating a better work life balance; through implementing home working throughout the pandemic and beyond. We have adopted a flexible working model which offers a mixture of home and office/site working.
- Progressing female talent by making career development opportunities more accessible; by continuing to encourage and empower women to embark on training opportunities and progress into management roles.
- Reviewing and improving our recruitment strategies; making our job adverts more attractive to women, reviewing our policies and promoting our flexible job opportunities.



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## Organisational Context...

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*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 and Landscape 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.

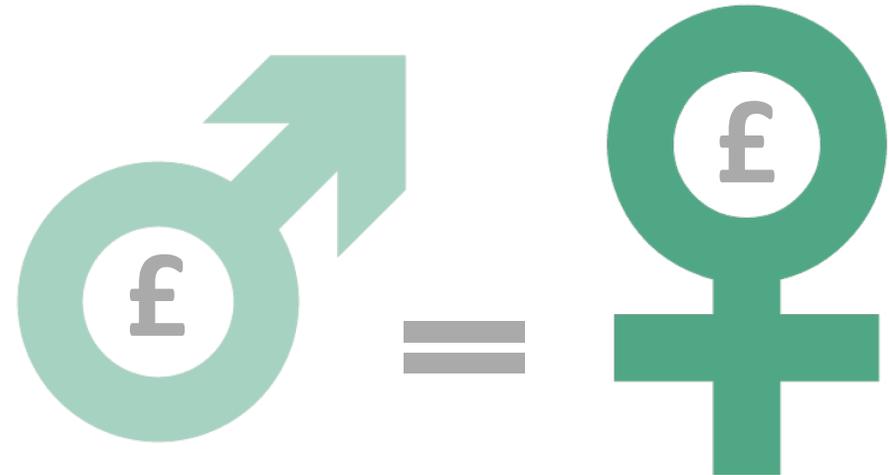


# What is the Gender Pay Gap?

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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.



	2022	2021	2020	2019	YoY Difference
Male	2,714	2,995	2,860	1,878	-281
Female	355	390	369	194	-35
Total	3,069	3,385	3,229	2,072	+1,156

# Understanding Gender Pay Gap Data

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## Mean

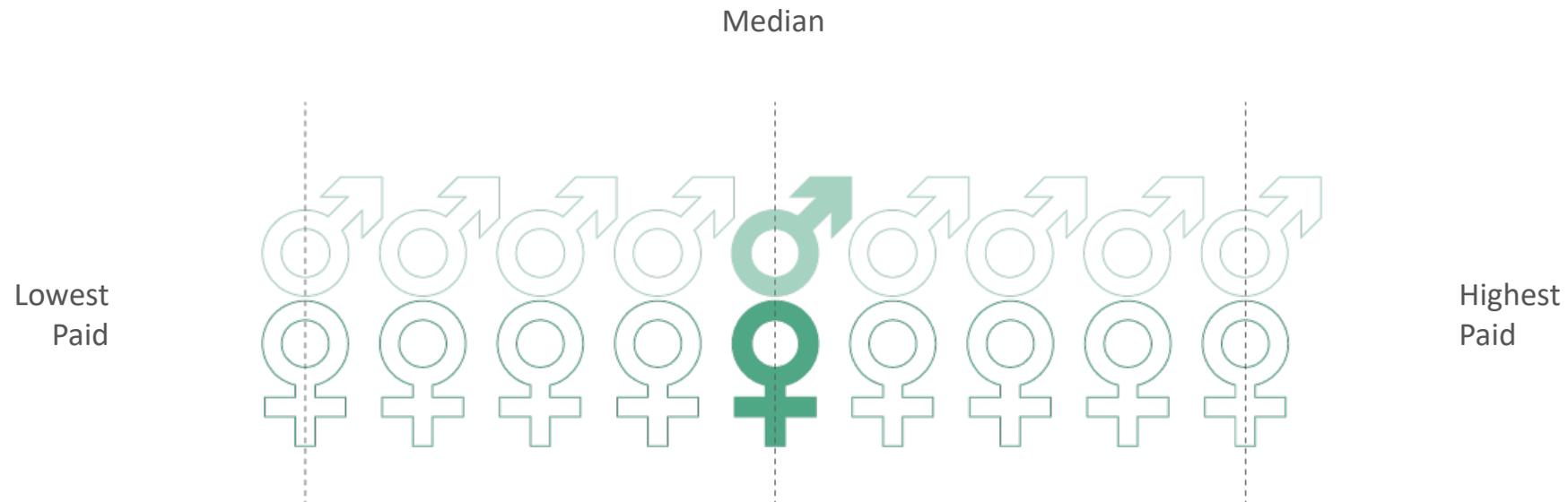
This is calculated by adding up all of the total pay then dividing it by the number of colleagues on the report. This is split by Male and Female

## 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 identify the middle point in the range of numbers. This is split by Male and Female



# Our Results

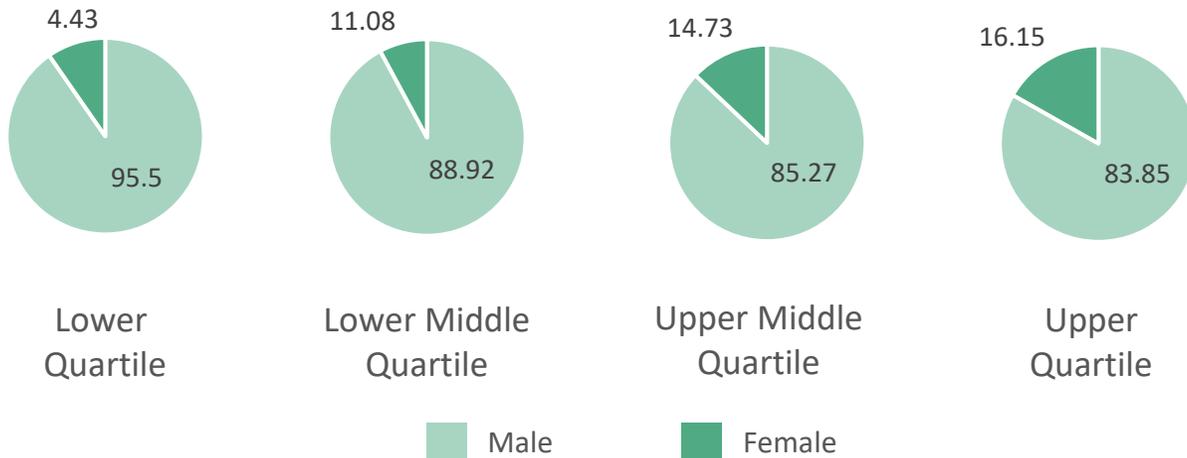
## Gender Pay Gap

This shows the proportions of male and female gender pay gap

	2022 (%)	2021 (%)	2020 (%)
Mean	- 12.90	- 10.19	- 6.65
Median	- 11.72	- 4.29	- 8.59

## Pay Quartiles

We saw a decrease in the number of operational colleagues we have in the business since we last reported our figures. This has had a slight impact on our quartiles (%)



## Gender Bonus Gap

This shows the proportions of bonus pay difference between male & female



# Understanding our Gender Pay Gap

idverde's mean gender pay gap has increased by 2.7% to -12.90%. The median gender pay gap has increased by 7.4% to -11.72%.

The Gender Pay Gap in April 2022 for UK businesses was 5.45%. When comparing the figures with our business, we have a negative mean gender pay gap which demonstrates that female colleagues earn a higher gross hourly rate than their male colleagues. The main reason for the mean and median pay gap in favour of female colleagues is that we have a smaller representation of women in the workforce and they hold roles within our support function and management teams which attract higher rates of pay.

Our mean gender bonus gap has increased from last year favouring female colleagues. This is due to more lower paid site operatives who are predominately male receiving a small bonus.

Our continued aim, as well as attracting more female colleagues at every level into our business, is to reduce the gender pay and bonus gap to 0% so that there are no differences between pay based on gender.

## Gender Pay Gap

	2022 (%)	2021 (%)	Diff (%)*
<b>Mean</b>	-12.90	- 10.19	+2.71
<b>Median</b>	- 11.72	- 4.29	+7.43

## Gender Bonus Gap

	Mean	Median
	2022	2021
<b>Male</b>	10,209.11	400.00
<b>Female</b>	7,372.55	2,500
<b>%</b>	<b>-27.78 %</b>	<b>- 525 %</b>

# What is *idverde* doing to reduce the gap?

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



Create a better work life balance for our colleagues by adopting flexible working practices



Develop a targeted approach to encourage female applicants



Encourage applications from outside of our industry



# Final Words

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A Message From:  
Kristian Lennard  
CEO

Since becoming CEO last year, I have recognised that we have much more to do to encourage more diversity into our workforce. Our gender pay gap highlights that while we attract women into support and higher paid roles, we have a challenge to make our workplace as attractive for female workers as it is for male. Despite being a traditionally manual labour environment, today's business has plenty of opportunity for different skills and capabilities irrespective of gender and we need to do more to reflect that in our recruitment.

This is of course an industry issue as well as specific to *idverde*. However, together with my leadership team, I am committed to taking further steps to ensure we understand and meet the challenges women face getting into and remaining in the workplace, as well as demonstrating the ways we can best utilise the skills and interests of people from all sections of society who are interested in careers in horticulture, landscaping and grounds maintenance.



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