

# BluetreeGroup

## Gender Pay Gap Reporting

### Bluetree Group

2018

#### **Bluetree Group**

At Bluetree Group we are committed to treating all employees fairly and equally. This report provides an overview of Bluetree Groups Gender Pay Gap figures (year ending 5/4/18) which we are submitting in line with the UK Government's Gender Pay Gap reporting legislation. At Bluetree Group 31.1% of our workforce are women (106 out of 341) (at the time of writing).

#### **What is the gender pay gap?**

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.

The Gender Pay Gap does not take into account the fact that there are different levels of seniority within a business. It is also different to Equal Pay, which examines whether women and men are given equal pay for carrying out the same work. We are committed to equality and regularly review our pay levels to ensure that men and women are paid equally for performing equivalent roles.

Nationally, the gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees. For further information on National Figures, please visit;

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapint/heuk/2018>

#### **The Results**

##### **Difference in Hourly Rate**

Women's mean hourly rate is **20.1% lower** than men's.

In other words when comparing mean hourly rates, **women earn 80p** for every **£1** that men earn.

##### ***About Mean***

*The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.*

Women's median hourly rate is **16.6% lower** than men's

In other words when comparing median hourly rates, **women earn 83p** for every **£1** that men earn.

##### ***About Median***

*The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).*

## Proportion of women in each pay quartile

Top quartile (highest paid)

**14.3% of the top quartile are women**

Upper middle quartile

**27.1% of the upper middle quartile are women**

Lower middle quartile

**40% of the lower middle quartile are women**

Lower quartile (lowest paid)

**37.1% of the lower quartile are women**

### **About Quartiles**

*Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.*

## Who received bonus pay

**32.5%** of women receive bonus pay

**10.7%** of men receive bonus pay

## Difference in bonus pay

Women's mean bonus pay is **64.7% lower** than men's

Women's median bonus pay is **87.3% lower** than men's

## Actions we have taken to close the gap:

- We have introduced a clear and robust pay and performance review for all staff who work in our production departments, departments where just 18.7% of employees are female.
- Since 2016, 92 of our employees have had the opportunity improve their team leader or management skills through our external training offering. 35% of these employees were women.
- In 2018 we hired an in-house Trainer to allow individuals to up-skill and develop their knowledge in areas including print knowledge, product knowledge, health & safety and leadership.
- Between 2017 and 2018 we have closed the gap between men and women's mean hourly rate by 1.6%.
- Between 2017 and 2018 we have increased the percentage of female employees who receive a bonus from 31.2% to 32.5%.
- We have introduced skills-based assessments in recruitment to assess on ability rather than just a standalone interview.
- Introduced a flexible working policy in 2018.
- Introduced a colleague led Events and Charity policy which encourages diversity and inclusion of all employees in 2019.

## **Managing Directors Comment**

Building a diverse team is incredibly important to myself and the leadership team here at Bluetree Group.

The latest Gender Pay Gap results for Bluetree Group have been enlightening, and this is the first year which we have published a commentary on the results. These results have prompted long overdue conversations within the business and we are now in a position to act on closing the pay gap between our male and female colleagues.

I can confirm that our data is true and accurate,

Adam Carnell, Managing Director

April 1<sup>st</sup>, 2019