

# BluetreeGroup

## 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 5/4/19) which we are submitting in line with the UK Government's Gender Pay Gap reporting legislation. At Bluetree Group 29.91% of our workforce are women (105 out of 351) (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/genderpaygapintheuk/2018>

## THE RESULTS

### DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is **13.1% lower** than men's.

In other words when comparing mean hourly rates, **women earn 87p for every £1** that men earn. In 2018, our female colleagues earned 80p for every £1 that men earned, based on mean hourly rates. **This means we have reduced this gap by 7% since last year.**

### 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 **8.8% lower** than men's. In other words when comparing median hourly rates, women earn 91p for every £1 that men earn. In 2018, our female colleagues earned 83p for every £1 that men earned, based on median hourly rates. This means we have reduced this gap by 7.8% since last year.

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## 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)

### **20.2% of the top quartile are women**

In 2018 this was 14.3% so we have increased the number of women in the highest paid quartile by 5.9%

Upper middle quartile

**28.2% of the upper middle quartile are women** In 2018 this was 27.1% so we have increased the number of women in the upper middle quartile by 1.1%

Lower middle quartile

### **31.8% of the lower middle quartile are women**

In 2018 this was 40%.

Lower quartile (lowest paid)

### **42.9% of the lower quartile are women**

In 2018 this was 37.1%.

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

**44.2%** of women receive bonus pay. In 2018, this figure was **32.5%** so **we have increased the number of women receiving bonus by 11.7%**

18.8% of men receive bonus pay.

## DIFFERENCE IN BONUS PAY

Women's mean bonus pay is **50.9% lower** than men's. In 2018 the gap was **64.7%** so we have reduced this by **13.8%**.

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Women's median bonus pay is **56% lower** than men's. In 2018 the gap was **87.3%** so we have reduced this by **31.3%**.

## **SUMMARY**

- Since 2018 we have closed the gap between men and womens mean hourly rate by 7%. Since 2018 we have closed the gap between men and womens median hourly rates by 7.8%
- Since 2018 we have increased the number of women in the top and upper middle pay quartiles by 7%
- Since 2018 we have increased the percentage of female employees who receive a bonus by 11.7%.
- Since 2018 we have reduced the gap between men and womens mean bonus pay by 13.8% Since 2018 we have reduced the gap between men and womens median bonus pay by 7.8%

## **ACTIONS WE HAVE TAKEN TO CLOSE THE GAP IN 2018/2019**

- We have committed to publishing Gender Pay Gap data within one month of the annual snapshot date of 5th April
- We have committed to internally reviewing the Gender Pay each quarter by taking regular snapshots each three months
- In order to get a better insight of our Gender Pay Gap we have committed to capturing key Gender KPIs internally, including Gender Pay Gaps by department, number of promotions by gender and leavers by gender.
- On recruitment adverts, we now promote the fact that applications are welcomed from carers or parents who have taken extended career breaks.
- 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 were female in 2018
- 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.
- 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 are encouraging as we have seen substantial reductions in the gap between men and womens hourly rates and also their bonus payments. We are incredibly pleased to see that our actions have reduced the gap, but we know that there is still some way to go.

These results continue to prompt long overdue conversations within the business and we are now in a position to act further 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 15th, 2019