

Gender Pay Gap Reporting

Bluetree Group

2021

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 5/4/21) 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 (137 out of 567) (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 2019 to 2020, to stand at 15.5% among all employees. For further information on National Figures, please visit;

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

The Results

Difference In Hourly Rate

Women's mean hourly rate is **8.6% lower** than men's.

In other words when comparing mean hourly rates, **women earn 91.4p for every £1** that men earn.

In 2020, our female colleagues earned 87.7p for every £1 that men earned, based on mean hourly rates. **This means we have reduced this gap by 30% 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 **4.3% lower** than men's

In other words when comparing median hourly rates, **women earn 95.7p** for every **£1** that men earn. In 2020, our female colleagues earned 95.2p for every £1 that men earned, based on median hourly rates. **This means we have reduced this gap by 10% since last year.**

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)

19.1% of the top quartile are women

In 2020 this was 19.5%

Upper middle quartile

19.7% of the upper middle quartile are women

In 2018 this was 19.2%

Lower middle quartile

30.3% of the lower middle quartile are women

In 2018 this was 23.4%

Lower quartile (lowest paid)

27.5% of the lower quartile are women

In 2018 this was 48.1%

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?

45.6% of women receive bonus pay. In 2020, this figure was **65.9%**

24% of men receive bonus pay.

Difference In Bonus Pay

Women's mean bonus pay is **63.6% lower** than men's. In 2020 the gap was **31.1%**.

Women's median bonus pay is **18.7% lower** than men's. In 2020 the gap was **- 49.2%**

Summary

- Since 2020 the gap between men and womens mean hourly rate has closed by 30%
- Since 2020 the gap between men and womens median hourly rates has closed by 10%
- Since 2020 number of women in the top and upper middle pay quartiles has increased by 1%
- Since 2020 the percentage of female employees who receive a bonus has decreased by 30.8%
- Since 2018 the gap between men and womens mean bonus pay increased by 32.5%
- Since 2018 the gap between men and womens median bonus pay switched from 49.2% higher for women to 18.7% higher for men.

Actions We Have Taken to Close the Gap In 2020/2021

- We continue our commitment to publishing Gender Pay Gap data within one month of the annual
- snapshot date of 5th April
- Over the year we have established a central recruitment team comprised of five individuals to ensure standardisation across the Bluetree recruitment processes
- With the implementation of the new central recruitment function the business has significantly developed the practical assessment days that are used to run skills based assessments.
- Where possible the business now accommodates video interviews.
- The business is committed to trailing a continuation of a level of employee choice with regard to remote working practices established during the pandemic where roles permit.
- Over the year the business has expanded the in house Training team to help individuals upskill and develop their knowledge in areas on both the print and medical sides of the business.
- The business has reviewed and introduced a new family policy in May 2021 aimed at retaining more of those team members who take time off for maternity or paternity leave.
- The business has restarted the colleague led Events and Charity team which encourages diversity and inclusion of all employees in May 2021, a team that had been paused during the pandemic.

Board Comment

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

After a challenging year that has seen the business undergo dramatic change in the face of a global pandemic, the latest Gender Pay Gap Results for Bluetree Group are encouraging as we have seen substantial reductions in the gap between men and women's hourly rates. It must be noted however that movements in bonus' have been the opposite direction, something the business will be investigating further going forward to understand.

I can confirm that our data is true and accurate,

Adam Carnell, Co CEO

April 24th, 2021