

## Gender Pay Gap Report - April 2022

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 5/4/22) which we are submitting in line with the UK Government's Gender Pay Gap reporting legislation. At the time of writing, 33.13% of our workforce are women (163 out of 492). This is a 3% increase in the number of women working in the business year on year.

### 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 consider 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 (at least once a year) review our pay levels to ensure that men and women are paid equally for performing equivalent roles.

Nationally, the 2022 mean Gender Pay Gap (the difference between men's and women's average hourly pay) is 5.45% and the median is 9.71%. In monetary terms, the mean hourly difference in ordinary pay is £1.44 compared to £1.48 in 2021 and the median hourly difference is £2.41 compared to £2.68 in 2021. For further information on National Figures, please visit; <https://www.gov.uk/government/publications/dit-gender-pay-gap-report-and-data-2021-to-2022/dit-gender-pay-gap-report-2021-to-2022#gender-pay-gap-report>

## The Results

### DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is **14.3% lower** than men's.

In other words when comparing mean hourly rates, **women earn 85.7p for every £1** that men earn. In 2021, our female colleagues earned 91.4p for every £1 that men earned, based on mean hourly rates. **This means we have increased this gap by 5.7% in the 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 **12% lower** than men's. In other words when comparing median hourly rates, women earn 88p for every £1 that men earn. In 2021, **our female colleagues earned 95.7p for every £1** that men earned, based on median hourly rates. **This means we have increased this gap by 7.7% 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)

**21.7% of the top quartile are women**

In 2021 this was 19.1%

Upper middle quartile

**22.1% of the upper middle quartile are women**

In 2021 this was 19.7%

Lower middle quartile

**29% of the lower middle quartile are women**

In 2021 this was 30.3%

Lower quartile (lowest paid)

**55.6% of the lower quartile are women**

In 2021 this was 27.5%

### 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

**25.5%** of women receive bonus pay. In 2021, this figure was 45.6% of women

17.3% of men receive bonus pay.

## DIFFERENCE IN BONUS PAY

Women's mean bonus pay is 44.1% **lower** than men's. In 2021 the gap was 63.6%.

Women's median bonus pay is 42.8% **lower** than men's. In 2021 the gap was 18.7%

## SUMMARY

- Since 2021 the gap between men and womens mean hourly rate grew by 5.7%
- Since 2021 the gap between men and womens median hourly rates has increased by 7.7%
- Since 2021 number of women in the top and upper middle pay quartiles has increased by 6.1%
- Since 2021 the percentage of female employees who receive a bonus has decreased by 20.1%
- Since 2021 the gap between men and womens mean bonus pay closed by 19.5%.
- Since 2021 the gap between men and womens median bonus pay grew by 24.1%.

## **ACTIONS WE HAVE TAKEN TO CLOSE THE GAP IN 2021/2022**

- The business has introduced clearer and more transparent performance metrics across all areas meaning that pay and bonuses can be clearly linked to performance.
- The business has expanded the inhouse training offering by implementing a Learning Management System which opens accessibility to training for all.
- A new intranet has been launched, giving better access to company information, available vacancies, company benefits and policies.
- Team social events are more inclusive, with some events open to partners and children to encourage attendance and engagement with the business.
- We have launched a free Bluetree Group library which accessible to all team members who can borrow and read books on personal development, wellbeing and management.
- The business has reviewed it's sickness policy to ensure that absence from work, including absence due to dependants, is handled fairly and consistently.
- The business has reviewed and updated its Maternity, Paternity and Adoption Policy in February 2022 with the aim of retaining more of those team members who take time off for maternity or paternity leave. Our policy includes an enhanced payment above SMP and SPP levels, allowing new parents to take more time off with their newborns or help towards childcare costs.
- Our flexible hours policy, which provides greater flexibility for colleagues, was reviewed in August 2021.
- Our compassionate and Dependant Leave policy was reviewed in June 2022.
- Where possible the business continues to accommodate video/remote interviews.

## **BOARD COMMENT**

The business has undergone a dramatic change since the last report and whilst it is encouraging to see that we have taken steps forward, we also recognise that we have also gone backwards in other areas. As a Board we take our Gender Pay Gap reporting and results very seriously, and we are committed to further closing our Gender Pay Gap.

I can confirm that our data is true and accurate,

Adam Carnell, Co CEO

April 24th, 2022