



Gavin Jones Gender Pay Gap Statement 2018 - 2019

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Is the Gender Pay Gap the same as Equal Pay? No

What is the Gender Pay Gap?

The gender pay gap shows the **difference in the average pay between all men and women in a workforce. Gender pay reporting is different to equal pay**

What is Equal Pay?

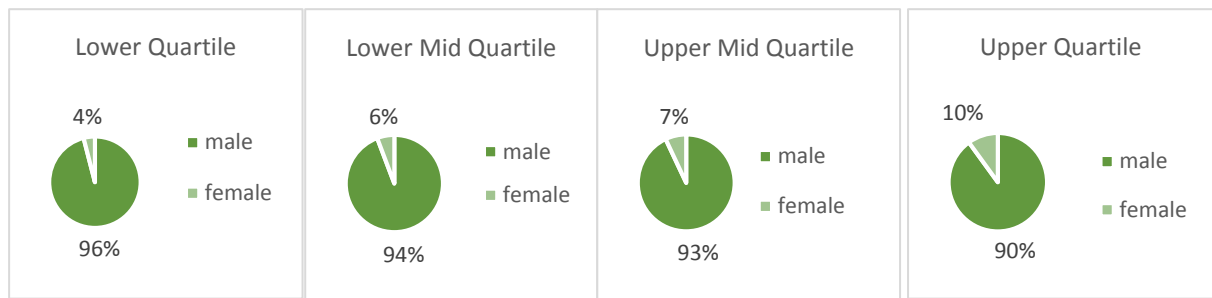
Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.**

Our Results

A negative figure means that female results are higher than male results. A positive figure means that male results are higher than female results.

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|-----|---|
| 1) | Mean Gender Pay Gap = -5.8% |
| 2) | Median Gender Pay Gap = -16.2% |
| 3) | Mean Bonus Gender Pay Gap = 60.9% |
| 4) | Median Bonus Gender Pay Gap = 68.1% |
| 5a) | Proportion of Males receiving a bonus payment = 8% |
| 5b) | Proportion of Females receiving a bonus payment = 50% |

6) The proportion of males and female employees in each quartile pay band:



Our Statement

In this second year of reporting we are pleased that the proportion of female employees in the operational side of our business has doubled from 2% to 4%. We recognise that this is still a very small amount of females but is an achievement in what is seen as a male industry. One of our aims from last year was to actively recruit more females into grounds maintenance.

In terms of the hourly mean and median pay calculations our figures continue to demonstrate an overall pay gap in favour of females. This is due to the fact that the ratio of females to males is at its highest in the upper quartile, which is where most of the support functions and management positions will be represented. It is noted however that this figure has narrowed when compared with last year's figures.

The pay gap in mean and median bonus payments between males and females has increased this year in favour of men, which whilst disappointing is in reality the result of the loss of one very senior position and two middle management positions in the business where the incumbents were female. It is important to note therefore how much these figures can be affected by just one or two position losses.

Our Aims

We aim to continue to work to increase the percentage of females in our operations positions, with the long term plan to have more females in operational management and sales roles where the potential bonus opportunity is the highest. We expect to see steady and continued improvement in the coming years as we take further steps in our recruitment and promotion processes.

It remains a fact that our industry as a whole, not just in the UK but also the global marketplace is very male dominated. It is still our long term goal to increase knowledge and interest at schools and colleges within the female population of the careers available in our business to redress this balance. We do however recognise that this a project that will not take effect for many years.

Signed 
Managing Director

Dated 1st March 2019