

UK
Gender
Pay
Gap
Report
2018



Introduction...



'Making idverde a great place to work...'

...this is our ambition, and during 2018 we have taken steps to ensure we make this a reality. It's been a busy year: we launched our Performance Campus, our revamped values, and heard the VOICE of colleagues through our engagement survey, outputs of which have already started to make positive impacts on the business.

And of course 2018 was the first year that idverde released its Gender Pay Gap figures. Last year's results were somewhat unusual when compared with the majority of other organisations, in that our results conveyed a -20.4 mean, signifying a pay gap in favour of females. The sector in which we operate provides its own challenges with regards to gender diversity. Historically, it is males that are more attracted to outdoor manual work. Although this has changed in recent years, it will take time to see an effect in the gender demographics. There is a lot of work our industry needs to do in order to attract more women to choose a career in landscape creation and maintenance. Being the market leader in our sector means we have a **responsibility** to be **innovative** to bring changes. We need to demonstrate the benefits of a career in horticulture to attract new entrants, both male and female, into a career in landscape creation and maintenance.

This is idverde's second year of publishing its Gender Pay Gap Information and we will continue to **focus** on ensuring that **total** equality, not just gender, is at the forefront of our business decisions.



Andrea Gomm
HR Director



Organisational Context...

idverde is Europe's largest provider of landscape creation projects and grounds maintenance services. We offer a holistic range of services to support the creation, maintenance and management of landscapes throughout the UK, working with both public and private sector clients to deliver bespoke solutions for each project's unique challenges.

idverde UK's services range from professional open space management, to landscape design and build, grounds maintenance, tree surgery, outdoor facilities management, biodiversity management, waterways and traffic management.

idverde UK is committed to creating a fair, diverse and inclusive organisation. We seek to create an environment for all our colleagues that enables them to achieve their maximum potential and contribute fully and to derive maximum benefit from their involvement within the company.

Organisational Structure...

Within our business the majority of our workforce is made up of hourly paid Grounds Maintenance Operatives, especially during the peak season (March – October).

Currently we see more male applicants for our outdoor manual roles. *idverde* UK is looking at ways to attract more females to choose a career in landscape creation and maintenance in order to create a greater diversity amongst the teams.

The proportion of our females work in our salaried, support functions and management positions, with a third of our senior management team being female.

idverde UK is currently developing a formal grading structure following our recent acquisitions.

Our grading structure will focus on creating a consistent and transparent reward structure, regardless of gender, or previous employing entity. However as we are an out-sourced services provider, there will be differences that are protected under the Transfer of Undertakings (protection of Employment) Regulations 20016 (TUPE).



What is the Gender Pay Gap..?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), relevant employers in the private and voluntary sectors are required to publish gender pay gap information on an annual basis.

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. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

As per the regulations we use Mean, Median, and Quartiles to analyse the pay data. Across the page you will see the definitions of how these are calculated.

These calculations are based on the 'relevant full pay' colleagues only, which only includes those who received their normal March salary.

Full Time Relevant Colleagues Count			
	2018	2017	Diff.
Male	1,342	971	+371
Female	133	125	+8
Total	1,475	1,096	+379



Mean

This is calculated by adding up all of the total pay then dividing it by the number of colleagues on the report.

This is split by Male and Female



Median

This is calculated by ranking every pay from lowest to highest, then identifying the middle

point in the range of numbers.
This is split by Male and Female

Quartiles

This shows the proportions of male and female colleagues split into four equal quartile pay bands

Our Results...

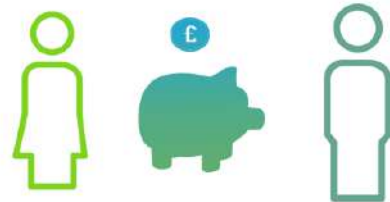
GENDER PAY GAP



Mean -13.2%
Median -13.4%



GENDER BONUS GAP



Mean 13%
Median 33%

Our Figures Show...

...we were unusual compared with the majority of other organisations, in that our results conveyed a *mean* gender pay gap of -20.4.

This year's results show a -13.2% gender pay gap, which is an increase of 7.2%. This is due to the increase in our operational headcount over the year, a number of which would have been inherited via TUPE.

Our ultimate aim is to reduce the gender pay and bonus gap to 0% so that there are no differences between pay based on gender

Gender Pay Gap		
	2018 (%)	Diff (%)*
Mean	-13.2	7.2
Median	-13.4	11.8

*Differential from 2017 figures

Gender Bonus Gap				
	Mean		Median	
	2018	Diff*	2018	Diff*
Male	3,961	+2,770	1,500	+945
Female	3,429	+2,661	1,000	+500
%	13	-22	33	-23



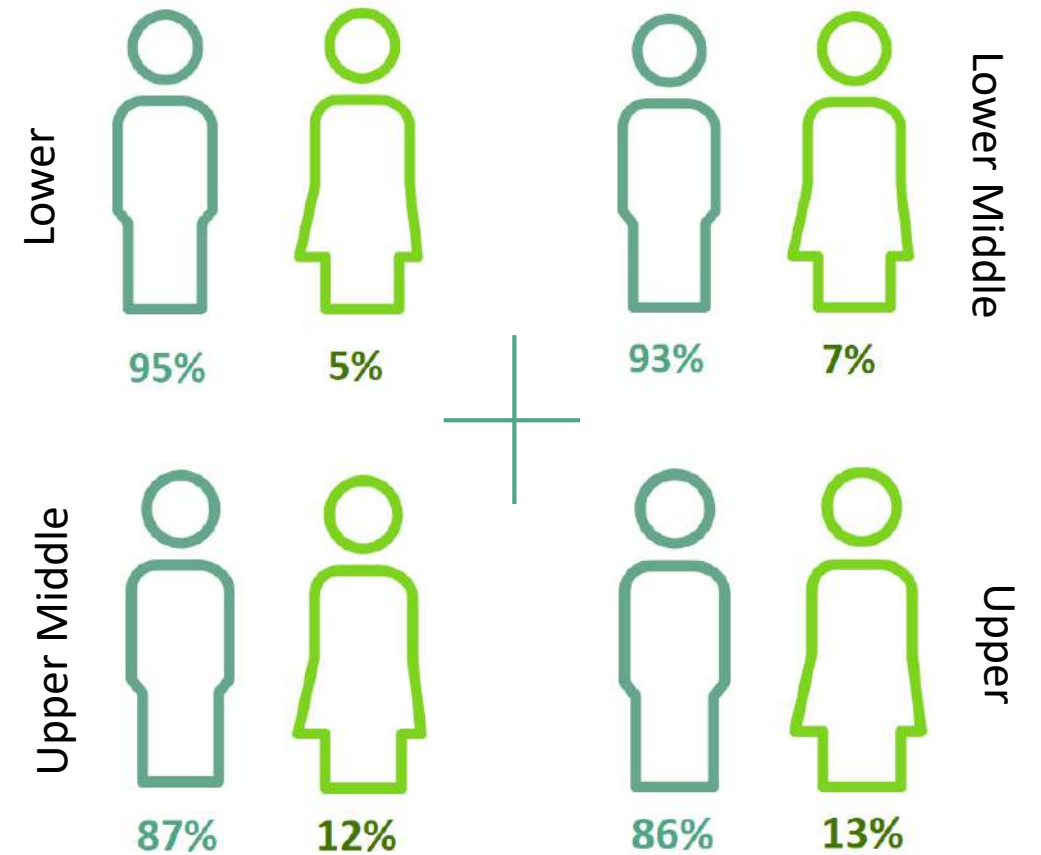
Our Figures Show...

...an increase in the number of operational colleagues we have in the business since we last reported our figures, and this has had a slight impact on our quartiles.

Quartile	2018		Differential *	
	Male %	Female %	Male %	Female %
Lower	95	5	-1	+1
Lower Middle	93	7	+1	-1
Upper Middle	87	12	+1	-2
Upper	86	13	+6	-7

*Differential from 2017 figures

Our Results...



What are we doing..?



Our gender pay gap is not caused by unequal pay but by the under representation of women across all of our operations. This is not only a challenge within *idverde*, but the industry as a whole, and we have a responsibility to drive forward initiatives to change this.

Below are some of the ways we are looking to address this imbalance:

- Continually assess our employer brand, striving to be better
- Increase presence at recruitment fairs and other external facing events
- Develop a targeted approach to encourage female applicants
- Encourage applications from outside our industry



Final Words...

The nature of the work that we do has historically attracted a higher number of male colleagues. With only 9% female colleagues in the business this is something that I am focussed on and forms part of our forward development plans. Our support services are more proportionately represented with 55% of females.

We take the issue of gender and diversity seriously and our results do show progress compared to previous reporting. We fully intend to use these results to drive further improvement as we continue our policy of being an ever-inclusive employer of choice.



Doug Graham
Chief Executive Officer

