

# 2022 GENDER PAY REPORT

FOR ENGLAND, WALES & SCOTLAND

# GENDER PAY GAP REPORTING

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# WHAT IS GENDER PAY GAP REPORTING?

UK employers with more than 250 employees are required to publish their gender pay gap.

We are required to present our gender pay gap for both England and Wales, and Scotland which is why you will see the gap reported separately.

The report gives us the opportunity to understand any gender imbalances in our workforce and develop initiatives to address our findings.

The Gender Pay Gap Reporting is different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

## WHAT'S INCLUDED IN OUR CALCULATIONS:

Calculations of mean and median pay and of quartile pay bands are based on data as at 5 April 2022 only, including ordinary pay and bonus pay.

The report includes all BaxterStorey England & Wales, and Scotland, team members who had a relevant contract of employment on this date.

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# UNDERSTANDING THE REPORT

**THE INFORMATION WITHIN THIS REPORT SHOWS THE DIFFERENTIAL BETWEEN THE MEAN AND MEDIAN PAY OF OUR MALE AND FEMALE EMPLOYEES –THE GENDER PAY GAP.**

The gender pay gap is calculated by taking the calculated hourly rate of all women and the calculated hourly rate of all men, finding the mean and median and determining the gap between these numbers across genders.

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and females and dividing by the total number of results in each list.

## THE MEAN

Total hourly rate  
for women

Number of  
women

= Mean average  
hourly pay  
for women

Total hourly rate  
for men

Number of  
men

= Mean average  
hourly pay  
for men

## THE MEDIAN

The median represents the middle point of a population. If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.

# 2022 GENDER PAY GAP RESULTS ENGLAND & WALES



16.81%

Mean Gender Pay Gap 2021 - 15.62%

10.81%

Median Gender Pay Gap 2021 - 10.31%

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

MALE

24.07%

Male Lower

37.92%

Male Lower Mid

53.64%

Male Upper Mid

59.60%

Male Upper

FEMALE

75.93%

Female Lower

62.08%

Female Lower Mid

46.36%

Female Upper Mid

40.40%

Female Upper

# 2022 GENDER PAY GAP RESULTS ENGLAND & WALES

PERCENT OF TOTAL EMPLOYEES RECEIVING  
BONUS PAYMENT BY GENDER

**44.81%**

The mean gender bonus pay is 44.81% higher for men than that of women.

**2021 - 38.71%**

**19.49%**

The median gender bonus pay is 19.49% higher for men than that of women.

**2021 - 14.5%**



# 2022 GENDER PAY GAP RESULTS SCOTLAND



6.6%

Mean Gender Pay Gap 2021 - 16.79%

26.61%

Median Gender Pay Gap 2021 - 17.45%

The quartiles represent the pay rate from the lowest to the highest of our workforce, this is then split into four equal sized groups, with the percentage of men and women in each quartile.

MALE

47.06%

Male Lower

27.73%

Male Lower Mid

36.97%

Male Upper Mid

47.89%

Male Upper

FEMALE

52.94%

Female Lower

72.27%

Female Lower Mid

63.03%

Female Upper Mid

52.10%

Female Upper

# 2022 GENDER PAY GAP RESULTS SCOTLAND

PERCENT OF TOTAL EMPLOYEES RECEIVING BONUS PAYMENT BY GENDER

**57.75%**

The mean gender bonus pay is 57.75% higher for men than that of women.

**2021 - 33.34%**

**29.79%**

The median gender bonus pay is 29.79% higher for men than that of women.

**2021 - 25.24%**



# OUR ASPIRATION & CURRENT ACTIVITIES

**Maintaining our inclusive workforce is our main priority and we will continue to grow our talent by bringing the best people into our teams, regardless of their characteristics, gender, sexual orientation, race, age, social background or disability. We want to be recognised for having the most inclusive culture in hospitality. Some of our current activities which will help us to achieve this are:**

- In 2023 we appointed a Head of Equity, Diversity and Inclusion to focus on creating a more inclusive work-place.
- We have established Employee Resource Groups (ERG) within the business who are focused on diversity and inclusion, women in hospitality, and wellbeing.
- We now advertise our positions on a range of diversity specific job boards which will drive inclusivity including gender.

- When appointing new people into our business, everyone is benchmarked to ensure that no group is disadvantaged. We do this through our new and inclusive Applicant Tracking System (ATS).
- We are reviewing our policies to ensure that they are relevant and that no group is disadvantaged in any way. We will do this annually.
- BaxterStorey is actively involved in the WSH ESG committee with a strong focus on Diversity and Growing Talent.
- BaxterStorey is proud to be an active member in the WiHTL, an industry leader in driving the diversity agenda.
- We will continue to support our female employees into leadership roles, which will be strengthened with the introduction of a reverse mentoring programme focused on gender inclusivity, and unconscious bias training.



# OUR AREAS OF FOCUS IN 2023 & BEYOND

## IMPROVE

We will improve our understanding of the data to allow for a targeted approach to identify what is causing the gap, and where the priority areas are.

## ENGAGE

We will launch an engagement survey to all team members to allow everyone to have a voice about what we do well as a business, and what we can improve on to ensure gender inclusivity across all aspects of what we do.

## POLICES & BENEFITS

In 2023, we will launch the first phase of our new family friendly policies and benefits to drive a more inclusive culture.

## INCREASE

Increase gender representation in Leadership roles (C suite minus 1) including female representation to 40% by 2027.

## ACHIEVE

Achieve the Living Wage Foundation's Recognised Service Provider accreditation\* by 2026. Improving pay, by ensuring minimum wages are met or working towards a living wage, is key to reducing pay gaps and discrimination for lower paid workers.

## SUPPORT

Support the WSH ESG commitment to reduce the Gender Pay gap to 10% by 2027.

\* A commitment to paying all directly employer members of staff, not tied to client contracts, the real Living Wage

# SUMMARY OF THE 2022 GENDER PAY GAP REPORT

In 2022, our Gender Pay and Bonus gap in England and Wales have both increased so this is an issue that we are committed to improve on. In Scotland, the Gender Pay gap has improved from 16.79% in 2021 to 6.6%, however the Bonus gap has increased.

It is important that as a business we understand the reasons that are influencing these changes, and at present we do not have all of the answers.

What we do know is that the gap within BaxterStorey exists as we have more females in our first two (lower/lower mid) quartiles but the top two quartiles have a greater representation of males so we need to focus on how we can remove any barriers that may be stopping females from moving into leadership roles within the business, and how we encourage more males into lower quartile roles.

**Declaration - I confirm that the information in this report is accurate.**



**Ronan Harte**

We know that the former is possible, as more than 50% of our Support Teams leaders are female, and we need to maintain this, but ensure that this is driven within the operational business as well.

Where we can influence, we need to also ensure that pay rates reflect the work that is done, not the gender of the person doing the role.

As an Executive Management Team, we are committed to driving improvement in our Gender Pay and Bonus gap. We know it will take time however the focus and commitments that we have, as well as holding ourselves accountable, will help us on this journey.

