

2023 GENDER PAY REPORT

FOR ENGLAND, WALES & SCOTLAND

GENDER PAY GAP REPORTING

What is Gender Pay Gap Reporting?

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- Our Aspiration and Current Activities
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WHAT IS GENDER PAY GAP REPORTING?

What is Gender Pay Gap reporting?

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

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. We are confident that we offer equal pay for equal work across the business.

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 2023 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.



UK EMPLOYERS WITH MORE THAN 250 EMPLOYEES ARE REQUIRED TO PUBLISH THEIR GENDER PAY GAP.



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.

2023 GENDER PAY GAP RESULTS ENGLAND & WALES

15.78%

Mean Gender Pay Gap 2022 - 16.81%

10.72%

Median Gender Pay Gap 2022 - 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.

61.37%

Male Upper

53.68%

Male Upper Mid

34.31%

Male Lower Mid

25.93%

Male Lower

MALE

38.63%

Female Upper

46.32%

Female Upper Mid

65.69%

Female Lower Mid

74.07%

Female Lower

FEMALE

2023 GENDER BONUS GAP RESULTS ENGLAND & WALES

PERCENT OF TOTAL EMPLOYEES RECEIVING BONUS PAYMENT BY GENDER

38.87%

The mean gender bonus pay is 38.87% higher for men than that of women.

2022 - 44.81%

35.72%

The median gender bonus pay is 35.72% higher for men than that of women.

2022 - 14.5%



2023 GENDER PAY GAP RESULTS SCOTLAND

10.66%

Mean Gender Pay Gap 2022 - 6.6%

3.90%

Median Gender Pay Gap 2022 - 26.61%

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.

55.48%

Male Upper

29.73%

Male Upper Mid

31.76%

Male Lower Mid

42.18%

Male Lower

MALE

44.52%

Female Upper

70.27%

Female Upper Mid

68.24%

Female Lower Mid

57.82%

Female Lower

FEMALE

2023 GENDER BONUS GAP RESULTS SCOTLAND

37.13%

The mean gender bonus pay is 37.13% higher for men than that of women.

2022-57.75%

5.09%

The median gender bonus pay is 5.09% higher for men than that of women.

2022-7.46%



DID WE DELIVER ON OUR ACTIONS FOR 2023?

IMPROVE

We said that we would improve our understanding of why we have a gender pay gap by improving our data and in parts we have done this. Our initial focus in 2023 has been to put in place a robust process for recruitment to ensure that we are attracting more females into higher paid roles.

ENGAGE

We said that we would launch an engagement survey to better understand how we can improve gender equality. We launched the survey in June 2023 and we were delighted that people from all backgrounds felt that they could join and thrive in our organisation (8 out of 10) but there is still work to be done.

POLICIES & BENEFITS

In 2023, we said that we would review all of our policies to ensure that they are inclusive. This has been done and will be reviewed annually. In addition, we launched our game changing benefits package which included, amongst other things, 24 weeks full maternity, adoption, surrogacy pay.

INCREASE

In 2023, we wanted to increase our gender representation in Leadership roles (C suite minus 1) including female representation to 40% by 2027. By focusing on our succession planning, we have increased female representation from 21% to 38%.

ACHIEVE

We said that we want to achieve the Living Wage Foundation's Recognised Service Provider accreditation* by 2026 and we continue to improve by ensuring that we are paying fair rates of pay and talking to our clients about this. In 2023, the percentage of team members on the Living Wage increased from 65.52% to 83.91%

SUPPORT

We continue to support the WSH ESG commitment to reduce the Gender Pay gap to 10% by 2027 and whilst there is an improvement on our pay gap in 2023 we will continue to drive towards 10% sooner and we are confident that the actions that have been put in place will aid this.

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

SOME OF OUR PLANS FOR 2024 CONSIST OF:

- We will be launching our Inclusive Kitchen initiative which will focus on increasing the number of females into senior roles within the kitchen.
- We will continue to review our 'award nominated' benefits package to ensure that it continues to support our team members in all aspects of their lives away from the workplace.
- We will launch our second Cultural Assessment in partnership with The Happiness Index which allows us to track progress of Happiness and Engagement of our team members.
- We will continue to work with our Employee Resource Groups (ERG's) and we have provided each of them with a dedicated budget to support the growth of their initiatives and we are also adding a new ERG focused on Working Parents and Race & Ethnicity.
- Role transparency – all roles (except confidential appointments or where succession planning is in place) will be advertised to allow for any interested team members to apply.
- In 2024, we will launch a trial of our new Performance Development system in partnership with Korero which allows us to support team members with their career aspirations and to improve our succession planning activity.
- BaxterStorey is working alongside WSH's ESG committee and supports the Second Nature strategy which has a strong focus on Diversity, Inclusion, and Growing Talent
- We will launch a communication platform which allows team members to provide feedback (anonymously if preferred).
- BaxterStorey remains an active member in the WiHTL, an industry leader in driving the diversity agenda. In addition, Henpicked, Inclusive Employers and we will become signatories to the Race at Work charter.

SUMMARY OF THE 2023 GENDER PAY GAP REPORT

In 2023, our Gender Pay and Bonus gap in England and Wales have both reduced slightly from 16.81% to 15.78% and from 44.81% to 38.87% respectively. As our new People Plan takes hold, I am confident that further improvement will be made in 2024.

In Scotland, the mean Gender Pay gap has increased to 10.66%, however the median Gender Pay gap has reduced from 26.61% to 3.90%.

The mean Gender Bonus gap has reduced from 57.75% to 37.13%.

In 2023, we focused on removing any barriers that could be stopping female team members from moving into leadership roles within the business. Through our succession planning process, we appointed two new female leaders onto our Executive Team, we have focused our brand on individuality, we have introduced more structured recruitment processes that promote fairness, and we have launched our new game changing benefits in partnership with our ERG's which supports our EDI journey.

In last year's report I said that it will take time and that the focus we have, along with holding ourselves accountable, will encourage change so I am pleased to see that this is starting to come through as we strive towards our target of having a gender pay gap of less than 10%.

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

