



Nurture Landscapes 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?

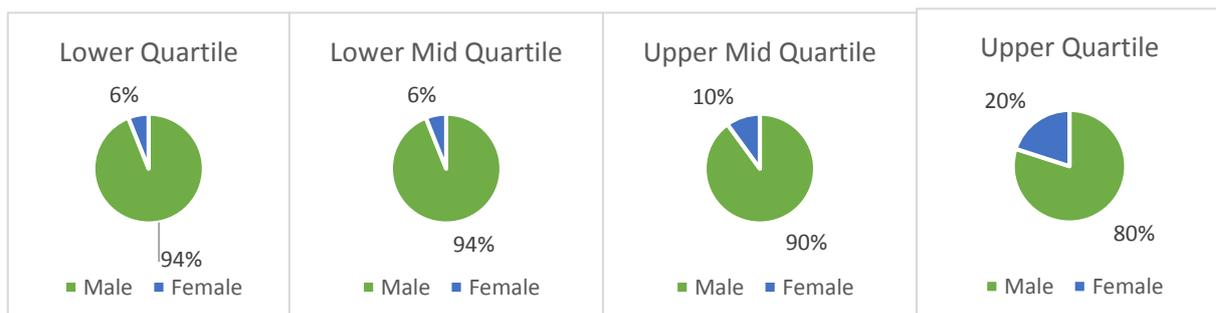
Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.**

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.

1) Mean Gender Pay Gap = -10.8%	2) Median Gender Pay Gap = -20.2%
3) Mean Bonus Gender Pay Gap = 42.2%	4) Median Bonus Gender Pay Gap = 57.1%
5) Proportion of Males receiving a bonus payment = 14.4%	Proportion of Females receiving a bonus payment = 45.6%

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





Our Statement

In our second year of reporting Nurture Landscapes are very proud of the progress we have made in our Gender Pay Gap results.

We have improved our figures in favour of women in every one of the reportable categories since last year. Our mean and median Gender Pay Gap results both show women are paid more than men. This is primarily due to an increased number of female employees who are employed in the upper quartile compared to our results relating to 2017. Another factor which accounts for the rise in our median gender pay gap is the fact that full bonus was achieved in April 2018 but not in April 2017 and the proportion of women paid a bonus was significantly greater than the proportion of male employees who were paid a bonus.

Whilst men are still paid more in terms of actual amount of bonus we are pleased that improvement has been made in the mean and median bonus gender pay gap figures as the gap in both sets of results have narrowed by 18.2% and 12.9% respectively. We acknowledge that there is still a fair way to go in this regard but we are clearly heading in the right direction which was our stated aim from last year's report. The higher bonus payments are awarded to directors and sales positions and these are primarily occupied by males.

The proportion of females and males who receive a bonus have both increased this year with females 3 times more likely to receive a bonus payment than male employees. This is affected by the fact that it is generally the case that the lower three Quartiles of our team do not qualify for a bonus and this is where the highest number of our male employees are located.

It is still the case that Nurture Landscapes employ significantly more men than women, across all levels of our business. The ratio of women to men however has increased by 9% this year in the upper quartile from 11% women in 2017 to 20% in 2018. This has been due to growth in our business and the recruitment of more women in the finance, management and administrative functions. Regrettably the other three quartiles have all reduced percentages of female employees.

Our Aims

We have been delighted in the overall narrowing of the gender pay gap results this year and where there are differences we know the reason for them. 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