



Nurture Landscapes Gender Pay Gap Statement published 2020 for 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?

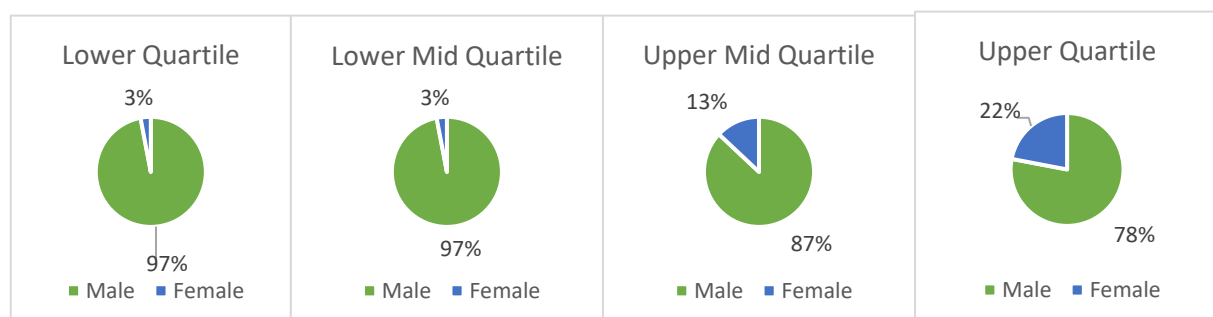
Equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.**

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 = -16.3%	2) Median Gender Pay Gap = -25.2%
3) Mean Bonus Gender Pay Gap = 55.8%	4) Median Bonus Gender Pay Gap = 25%
5) Proportion of Males receiving a bonus payment = 12%	Proportion of Females receiving a bonus payment = 45%

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





Our Statement

In our third year of reporting Nurture Landscapes are pleased to reveal a second year of progress against our starting point in our 2017 results in our Gender Pay Gap.


Our business has seen growth again this year not only in the operational areas but also within the support teams. This has been due in part to acquisition, and due to organic growth. Our figures this year are also affected by an internal restructure where the support functions came together to work across both organisations. This involved primarily female and managerial level employees transferring into Nurture Landscapes. The result of these changes has seen the year on year increase in females as a percentage of our employees in the upper two quartiles of our pay bands. In 2017 the upper quartile was made up of 11% women, in 2018 this had increased to 20% and in 2019 this has increased further to 22%.

We have not seen a change in that men are still in receipt of individual higher bonus payments however this is due to the fact that more men are in the positions which attract the higher bonus payments. The turnover of our senior and sales team is very low and this will naturally take sometime to change.

We have to recognise the fact that we as a company and our industry as a whole is very male dominated. It has not traditionally been regarded as an industry appealing to females, and we do not expect this to change easily or quickly. This hasn't and will not prevent Nurture from continuing to take steps and strides in its aims for the future.

Our Aims

Our actions have already seen improvements over the last three years and we will strive for further and ongoing improvement in the years to come through our internal monitoring processes, continued development in recruitment and promotion as well as marketing activities and our work with schools and colleges.

Signed 
Managing Director

Dated 1st August 2020