

GENDER PAY REPORTING – EDEN PROJECT LIMITED

2017/2018 Core Reporting Data

At 5th April 2019, the employee base was broken down as follows in the four quartiles, and a total employee count at this point of 612.

Count of Emp No	Male	Female			
Quartile	Male (%)	Female (%)	Grand Total	% Male	% Female
1	38	62		38%	62%
2	43	57		43%	57%
3	53	47		53%	47%
4	43	57		43%	57%
Grand Total	273	339	612	45%	55%

Count of Emp No	Male	Female			
Quartile	Male	Female	Grand Total	% Male	% Female
1	59	94	153	38%	62%
2	66	87	153	43%	57%
3	82	71	153	53%	47%
4	66	87	153	43%	57%
Grand Total	273	339	612	45%	55%

Summary Comparison

	2016/2017 Reporting Data @ 6/4/17	2017/2018 Reporting Data @ 6/4/18	2018/2019 Reporting Data @ 5/4/19
Your mean gender pay gap	-18.8%	-4% *	-7% *
Your median gender pay gap	-4.67%	-6% *	-5% *
Your mean bonus gender pay gap	-79.29%	-25.67%	0%
Your median bonus gender pay gap	-78.5%	-115%	0%
Your proportion of males and females receiving a bonus payment	10 male 2 female *Chef bonus payments to meet exceptional work demands. Higher proportion of male employees in this role.	4 male 4 female The median gap is significantly skewed by a single one off payment.	There were no one off payments made in this reporting period.

Definition of Mean and Median for reporting purposes from .GOV

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

***Narrative Notes**

It should be noted that as Eden Trust is not an employer, all employees in group companies beneath this are reported together at this time as the Trust has responsibility for all employment groups.

We were already in delivery with a plan in 2016/17 on addressing gender pay gaps, which meant with those actions coming to fruition and some strong senior female appointments across both EPL and EPIL, we saw the significant positive reductions in the reporting year 2017/18. There will always be gaps as people and salaries are a moving feat. This means that we have seen a change this year, but this is still within an acceptable range of fluctuation and is at a positive level within the charity sector. We continue to manage this actively by ensuring that all roles are formally evaluated and recruitment processes are open and attractive to all applicants. Our approach to flexible working has also helped to retain several female members of staff that had we not been able to do this, would have left the organisation.

The change in the pay gap reported for 2017/18 year to the 2018/19 year, has moved from 4% to 7%, meaning that the pay gap has increased slightly, female employees are paid on average 7% less than their male colleagues at an organisational level. Looking at the group analysis this is largely due to having much higher levels of female employees in the first two bands of employees and therefore lower paid roles. NB: There is NO differentiation in salaries for the same job, i.e. male and female Admissions Assistants or Skilled Horticulturalists are paid exactly the same rate, the difference comes into the mean level testing.

The median gap has decreased slightly from 6% to 5%, looking at the number in the sample and where this would have fallen in the count process, this would have fallen into Quartile 4 where the proportion of female colleague in senior and technical roles has increased significantly enough (57% female to 43% male) to show a further drop and closing of the median pay gap. Again this is still very strong in terms of operating level within both private and public/not for profit sectors of business.

There were no bonus or one off payments made in this financial year to any colleagues.

Dawn George
Director of HR & Inclusion

29th January 2020