

### **Bertram's Gender Pay Gap Report 2019**

Bertram Nurseries Limited employs more than 250 people and we are required by law to carry out Gender Pay Reporting to show the difference in average female earnings compared to average male earnings.

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 employee's data.

This is our report for the snapshot date of 4 April 2019.

#### **Gender Pay Reporting**

Mean gender pay gap	4.1%
Median gender pay gap	0%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	3.1%

#### **Pay Quartiles by gender:**

<b>BAND</b>	<b>MALES</b>	<b>FEMALES</b>
Lower Quartile	3.4%	96.6%
Lower Middle Quartile	4%	96%
Upper Middle Quartile	8.5%	91.5%
Upper Quartile	6.8%	93.2%

#### **Our Statement**

According to the 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings, the median gender pay gap for the whole economy is 17.9%.



We are very pleased that the data shows that there is no gender pay gap at Bertram where the median hourly rate of pay is concerned and only a marginal difference in the mean hourly rate of pay.

Women make up 95% of our workforce and 97% of our managers. Further analysis of the data shows no underlying reasons or concerns that a proportionately there is a higher representation of women in each of the quartiles in view of the sector as a whole.

We believe that the fact we do not have a gap in our median hourly rate of pay and our mean gap is well below the national average is as a result of our very proactive commitment to diversity and inclusion. Some of the things we have done to ensure equality and diversity in the workplace are:-

- A competency-based approach to ensuring that all appointments and internal promotions are made solely on the basis of merit demonstrated against objective and non-discriminatory criteria.
- A performance management and development scheme which supports all individuals to achieve their potential and aspirations.
- Comprehensive learning and development provision.
- A simple, fair and transparent pay system. Pay is determined with reference to a job evaluation system based on non-discriminatory factors; the more senior roles paid outside this structure are remunerated on salaries determined by independent market testing.
- Mandatory diversity training for all managers.
- Monitoring of diversity data – both quantitative and qualitative – to identify areas of potential concern and identification of actions to address these.

Although the results of our gender pay gap analysis are positive, we will not become complacent but will keep our own performance in this area under ongoing review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

**Cary Rankin**  
**Managing Director**  
**April 2019**