

## GENDER PAY REPORTING – EDEN PROJECT LIMITED

### 2020/21 Core Reporting Data

At 6<sup>th</sup> April 2021, the employee base was broken down as follows in the four quartiles, and a total employee count at this point of 355 (from 646 for the previous reporting year). The reporting timetable is now back on plan following exceptions agreed under Covid. This report is made based on the end of the Financial Year 2020/21.

Count of Emp No	Male	Female	
Quartile (%)	Male (%)	Female (%)	Grand Total
Upper Hourly 1	36	64	
Upper Middle 2	38	62	
Lower Middle 3	54	46	
Lower Hourly 4	47	53	
<b>Grand Total</b>	<b>156</b>	<b>199</b>	<b>355</b>

Count of Emp No	Male	Female	
Quartile (Heads)	Male	Female	Grand Total
1	32	57	89
2	34	55	89
3	48	40	88
4	42	47	89
<b>Grand Total</b>	<b>156</b>	<b>199</b>	<b>355</b>

### Summary Comparison

	<b>2017/2018 Reporting Data @ 6/4/18</b>	<b>2018/2019 Reporting Data @ 5/4/19</b>	<b>2019/2020 Reporting Data @ 31/03/2020</b>	<b>2020/21 Reporting Data @ 06/04/2021</b>
Your mean gender pay gap	-4% *	-7% *	-4%	-15%
Your median gender pay gap	-6% *	-5% *	-2%	-29%
Your mean bonus gender pay gap	-25.67%	0%	0.75%	5.3%
Your median bonus gender pay gap	-115%	0%	0.3%	0.6%
Your proportion of males and females receiving a bonus payment	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.	3 female 2 male  Female average is slightly higher, so it is NOT a gap but female positive. £2.75K total for female £2K total for male.	20 male 13 female  The mean bonus for female employees is not a gap but positive. The median level is negligible in difference (£1.5K)

## **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.

The headline here is that the Mean Gender Pay Gap has fallen -4% to -15%.

This has been a very strange point in time for reporting, having been the year that we completed a major restructure in the organisation through 2020. You will see that in the previous reporting year we noted 646 employees in the relevant reporting period, this would have been increased with where Easter fell in 2019/20, with higher seasonal numbers on payroll at that time, together with a full workforce pre the summer 2020 restructure programme. This meant our point in time for reporting this Gender Pay Review was exceptionally lean. We also need to bear in mind in pay terms that in this reporting year we held the contractual pay costs associated with a restructure (PILON/Holiday etc), that will amplify overall hourly rates because of this; additionally impacted by the holiday accrual buy out that we completed at the end of this financial year to reduce the accrual liability into the current financial year. These are both significant points in terms of the much higher levels and figures we see than in the previous years of reporting.

The move from -4% to -15% reflects the very much higher proportion of female colleagues in the organisation at this point in time, that we had significantly more senior pay women in the upper two quartiles and our pay position for the remaining roles is consistent with little variation in the middle lower and lower pay bands. Significantly our overall male balance is 44% and our female ratio much higher at 56%.

This shows a further strong build and development/retention amongst skilled women in our organisation which has been supported throughout the Eden Talent Programme on all 6 levels that are in place. A programme that we have been able to push ahead with strongly over the past 12 months into delivery. All those on the Talent Programme have dedicated coach/mentors as do the majority of the Senior Enabling Team. Targeted approaches to support, development and skill building are now firmly part of the overall development target for Eden.

As noted previously, 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. This was tested further in the restructure process to ensure that we remained compliant for roles of equal pay and value within our job evaluation and benchmarking programme.

The headline here is that the Median Gender Pay Gap has fallen from -2% to -29%.

This looks like a very significant shift, it is, but it is also because of the significantly higher number of female employees across the upper median bands where there will be higher rates of pay based on the population in that median group. The salaries in terms of equity for Male/Female colleague's remains very consistent and not one sided, it is purely where the median markers falls that makes this look like a step change in reporting. I would strongly suspect with the build back plan that has been underway for 2021/22 that we will see these levels move backwards for the next reports to a more balanced picture in terms of spread across the median groups.

### Bonus

There were a total of 33 bonus payments that were made in this reporting year, based on two key factors. These were on the basis of 20 male and 13 female bonus payments across the items highlighted below.

- 1) The Landslip: that took place at Eden in late December 2019 and the required works to ensure that the site remained viable and safe, and then a programme of works that took over 12 months to stabilise the site and bring it back to safe operations. This was a small hybrid team that had to deliver those mostly through lockdown in 2020.
- 2) Covid Management Strategy: We moved almost straight away into Lockdown 1 in January 2020, which like all organisations, meant that we had to develop and constantly review how we operated, how we stayed viable, how we managed to the over 200 Government guidance notes and then how we actively managed operations around those guidelines when we were able to re-open. This was a huge piece of work, again managed by a comparatively small team. This also included the Restructure Programme that took place in Summer 202 to ensure that we remained viable in a very changed world of operations. The work that was complete by the team over this time was a milestone marker in the success that followed into the current financial year and deliverables that have been achieved.

Across both areas, we looked at 3 levels of bonus payment and grouped employees according to the roles and actions they have completed over these significant challenges in Eden's history.

**Dawn George**  
**Director of HR & Inclusion**

**21<sup>st</sup> March 2022**