

GENDER PAY REPORTING – EDEN PROJECT LIMITED

2019/2020 Core Reporting Data

At 31st March 2020, the employee base was broken down as follows in the four quartiles, and a total employee count at this point of 646. Due to Covid the annual reporting was initially suspended from the deadline date of 6/4/21, the Government confirmed they would allow a 6 month period of grace for this data reporting period and submissions must be received no later than 30th October 2021. The reporting for the financial year 20/21 will be required no later than 6th April 2022.

Count of Emp No	Male	Female	
Quartile	Male (%)	Female (%)	Grand Total
1	45	55	
2	47	53	
3	51	49	
4	44	56	
Grand Total	299	347	646

Count of Emp No	Male	Female	
Quartile	Male	Female	Grand Total
1	72	89	161
2	76	86	162
3	82	79	161
4	71	91	162
Grand Total	299	347	646

Summary Comparison

	2016/2017 Reporting Data @ 6/4/17	2017/2018 Reporting Data @ 6/4/18	2018/2019 Reporting Data @ 5/4/19	2019/2020 Reporting Data @ 31/03/2020
Your mean gender pay gap	-18.8%	-4% *	-7% *	-4
Your median gender pay gap	-4.67%	-6% *	-5% *	-2
Your mean bonus gender pay gap	-79.29%	-25.67%	0%	0.75%
Your median bonus gender pay gap	-78.5%	-115%	0%	0.3%
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.	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.

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 from 7% to 4%.

The measure and development activities that we commenced in 2016/17 on addressing gender pay gaps, is now showing a consistent reduction to the pay gap. We have 20 employees who earn a salary in excess of £50K and there is a strong, balanced female representation in this group (Senior Leadership Team). These are largely shown in Quartile 4, but will be included in the overall median changes which show an improvement on the previous reporting year. As in last year's return, we have continued to have strong female applicants for senior roles that we are recruiting, which helps the overall balance of pay. We remain with a higher population of female employees with this being 54% of our total employment base.

Several female leaders have grown in this reporting period and been promoted following development plans and building of skills for key roles. We have also launched the Eden Talent Programme which has 6 development levels from Apprentice through to Senior Leader and on each of the 6 levels, female representation is higher which indicates a strong succession pipeline that we are building within the organisation for future growth.

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.

The headline here is that the Median Gender Pay Gap has fallen from 5% to 2%.

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 colleagues in senior and technical roles has increased significantly enough (56% female to 44% 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.

Bonus

There were a very small number of one off payments made in this financial year which totalled £2.75K / 3 females and £2K / 2 males. This was very slightly positive in favour of female colleagues.

Dawn George
Director of HR & Inclusion

16th April 2021