



EVOLVE
FACILITY SERVICES

Evolve Board Meeting

GENDER PAY GAP 2017-18

April 2019

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1. GENDER PAY GAP - SUMMARY

Criteria 1-4 . Gender Pay Gap

CATEGORY	2016-17	2017-18
The Mean Gender Pay Gap	18.60%	13.40%
The Median Gender Pay Gap	23.10%	19.10%
The Mean Bonus Gender Pay Gap	74.00%	57.50%
The Median Bonus Gender Pay Gap	0.00%	0.00%

Criteria 5. Proportion of Men & Women that Received Bonuses 2016-17

Gender	Total Number	Total Bonus	Percentage
Male	369	326	88.3%
Female	41	33	80.5%
Total	410	359	87.6%

Criteria 5. Proportion of Men & Women that Received Bonuses 2017-18

Gender	Total Number	Total Bonus	Percentage
Male	405	336	83.0%
Female	53	38	71.7%
Total	458	374	81.7%

KEY HEADLINES

- Narrative 1 – Mean GPG 13.4%**
 Mean GPG evidences that males are on average paid more highly than females at Evolve albeit this has reduced by 5.2% since last year which is a positive step in the right direction. Mean pay is basic pay including bonuses. Bonus payments are payable for front line workers within particular trade areas (gas, electrical, windows/doors) who are paid per completion of item/job rather than basic salary alone. These roles are predominantly occupied by male employees. Evolve have however increased their number of female front line workers in this year supporting the reduction in pay gap. Performance related bonus payments are also more commonly paid at Supervisor level upwards, which are occupied by more males than females. A small increase in females in more senior better paid roles this year has also reduced the mean GPG.
- Narrative 2 – Median GPG 19.1%**
 Median GPG similarly reduced this year by 4%. The majority of the female workforce are occupied in administrative roles which attract a lower rate of pay than trade roles or management roles where pay is higher and eligibility for bonuses more common. The Median pay point will therefore be lower. The reduction in the GPG is again accounted for by a small increase in female front line workers with higher pay and also female management.
- Narrative 3 – Mean Bonus GPG 57.5%**
 The mean bonus GPG has significantly reduced this year by 16.5%. A slight increase in the number of females eligible for performance related bonuses both at front line worker level and a more senior level this year has reduced the bonus GPG which is positive.
- Narrative 4 – Median Bonus GPG 0%**
 Once again this is zero. All eligible employees in the business with required qualifying service were paid a £400 one off bonus payment. This was applied fairly, consistently and equally to all employees both males and females regardless of role. The mid point for both male and female employees in receipt of a bonus was therefore £400 and so there is no bonus GPG.
- Narrative 5 – Proportion of Men (83%) and Women (71.7%) that received bonuses**
 Any differentiation between the percentages of males and females receiving a bonus for this calculation is purely accounted for on the basis of length of service alone as there was no performance criteria to meet in order to be in receipt of the bonus payment. Males and females are treated equally.

1. GENDER PAY GAP - SUMMARY

Criteria 6. Proportion of Men & Women in Quartile Pay Bands (2016-17)

2016-17	Female %	Male %	Female	Male	Total
Q1 - Lower	25%	75%	26	77	103
Q2 - Lower Middle	10%	90%	10	92	102
Q3 - Upper Middle	2%	98%	2	101	103
Q4 - Upper	3%	97%	3	99	102
Grand Total	10%	90%	41	369	410

Criteria 6. Proportion of Men & Women in Quartile Pay Bands (2017-18)

2017-18	Female %	Male %	Female	Male	Total
Q1 - Lower	26%	74%	30	84	114
Q2 - Lower Middle	12%	88%	14	101	115
Q3 - Upper Middle	4%	96%	4	110	114
Q4 - Upper	4%	96%	5	110	115
Grand Total	12%	88%	53	405	458

KEY HEADLINES

- Narrative 6 – Proportion of men & women in quartile pay bands**
 - There is quite an even split of males across all four pay quartiles albeit slightly less in the lower quartile whereas more than half of all females employed are in the lower pay quartile. This is because most females occupy the administrative roles which are lower paid. This year Evolve has slightly increased the number of females paid in the upper middle and upper quartiles and so progress is being made but we recognise we need to continue to work towards a more balanced workforce.
- Summary and conclusions**
 - As at the snapshot date, we have an additional 48 employees in the business compared to the previous year and a 2% increase in female staff (12% rather than 10% previously). The statistics are moving in the right direction albeit slowly. We have an additional 5 female front line workers than last year.
 - Evolve have acted upon the recommendations of last year's report by increasing the number of external recruitment opportunities thus attracting more females to the business. This is expected to continue and statistics are expected to continue an upward trend.
 - Evolve has also adopted the 'One Riverside' family friendly offering which is hoped will assist with recruitment and retention rates over the coming years as a more attractive offering to female staff in particular.
 - We still have more work to do in encouraging female apprentices to the business but this has proved difficult with the limited selection pool in the marketplace. At the present snapshot date, only 2 female apprentices were employed and both were administrative apprenticeships.
 - Overall, progress is being made and Evolve are moving in the right direction towards narrowing the GPG as far as possible. Although the industry is typically male dominated, we are taking steps to attract and retain a more balanced workforce.

Declaration :-

I certify that the data, results and detail as set out in this report are accurate.

Signature: _____

Name: Neil O'Halloran

Title: Managing Director

Date: 20 March 2019

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