



The  
Growth  
Company

# Gender & Ethnicity

Pay Gap Report

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**April 2023**



# Introduction



The Growth Company (GC) is a social enterprise with a mission to enable growth, create jobs and improve lives. Our vision is for a society where economic growth and prosperity is inclusive, sustainable and leaves no person or community behind.

We want everyone to feel that they belong, and we are committed to creating an inclusive environment where all individuals are valued and treated with dignity and respect.

The fundamental principles of Equality, Diversity and Inclusion (EDI) are core to our values and ways of working, which make GC a great place to work. We are committed to actively encouraging and ensuring fair treatment, valuing diversity and removing barriers to equality and opportunity. This includes ensuring that our pay and benefits are fair and do not favour some over others.

We understand that closing the pay gap is a journey and we identify that through continued growth in our approach to equality, diversity and inclusion, we will continue to work towards eliminating any existing pay gaps.

## GC workforce profile

GC is a diverse organisation, providing a range of services to our clients and communities. Whilst there is no legal obligation for GC to report the gender pay gap for all business entities\*, we take a transparent approach in doing so. Our business entities include;

- GC Education and Skills and GC Employment
- Business Support and Business Finance (BSBF) – including GC Business Finance, MIDAS, GC Business Growth Hub and The Manufacturing Institute.
- The Growth Company – which includes Corporate Services and the Chief Executive’s office
- Centre for Assessment
- GC Education and Skills
- GC Employment - including Aspire and Recovery Works
- Marketing Manchester
- Group data – comprising of all GC companies

\*GC must legally report on GC Education and Skills and GC Employment, which is one legal entity (these are trading names of Skills and Work Solutions Limited).

**GC’s gender and ethnicity workforce profile can be seen in appendix one.**

## Actions and achievements over the past 12 months

Over the past few years, we have taken many steps to improve equality and diversity. Our key successes are summarised below.

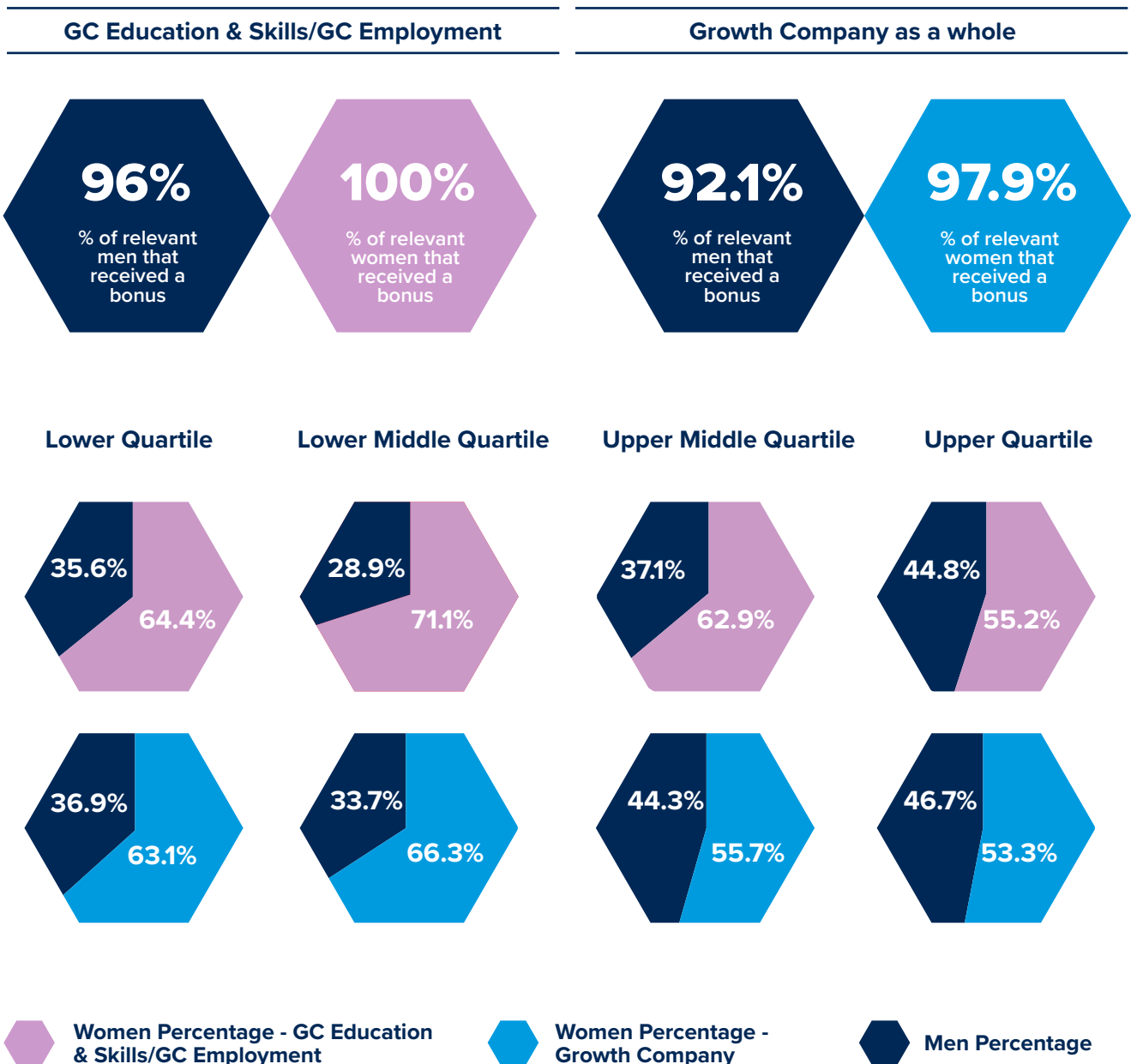
- In March 2022 in partnership with Working Families and GC’s Parents and carers network, a number of recommendations to improve family friendly benefits were put forward to the Senior Management Team. In February 2023, a number of these recommendations were introduced, including enhanced shared parental leave, increased paid leave for those taking paternity leave and additional benefits for colleagues with caring responsibilities.
- We introduced enhancements to flexible working requests. This saw the introduction of our colleagues being able to make more than one request per year and that requests could be made from as early as the recruitment stage.
- We continue to report our gender and ethnicity data to the board on an annual basis.
- The EDI Steering Group, networks and chairs are well established across the Group. In 2023 we introduced an additional network, representing the armed forces. A representative from the Senior Management Team sponsors each of the eight EDI networks, which has been welcomed by our colleagues, enabling senior managers to have an increased understanding of colleague experiences.
- We continue to run regular awareness campaigns through keynote speakers; events; and regular email communication covering a wide range of topics.
- We recently launched a revised Recruitment and Selection policy, which outlines GC’s commitments to inclusive recruitment. This is supported by mandatory training for all recruiting managers. We also provide know your bias training for all managers, and have introduced blind sifting of applications, to remove any bias during the shortlisting process.
- A colleague survey has enabled a deeper understanding of colleague engagement and experience particularly from colleagues from ethnic communities. We use this insight to inform positive action strategies.
- Our representation/diversity profile continues to improve with our ethnic minorities colleague population has increased from 12% in 2020 to 16% in 2023 and with a disability increased from 9.9% in 2020 to 13.7% in 2023.

# Gender Pay

The tables below, shows the gender pay and bonus gap within GC (Group as a whole) as well as for GC Education and Skills and GC Employment (Skills and Work Solutions Limited) who we are legally required to report on. It also details the proportion of men and women receiving a bonus and the percentage of men and women in each of the quartile bands.

The gender pay gap data for the other business areas with the GC, can be found in the Gender Pay appendix.

Gender Pay Analysis Per Business Area	GC Education & Skills/ GC Employment		Growth Company as a whole	
	Mean Average	Median Middle	Mean Average	Median Middle
Difference between men and women				
Gender Pay Gap	3.1%	0%	6.9%	0.6%
Gender Bonus Gap	4.9%	0%	-2.1%	0%

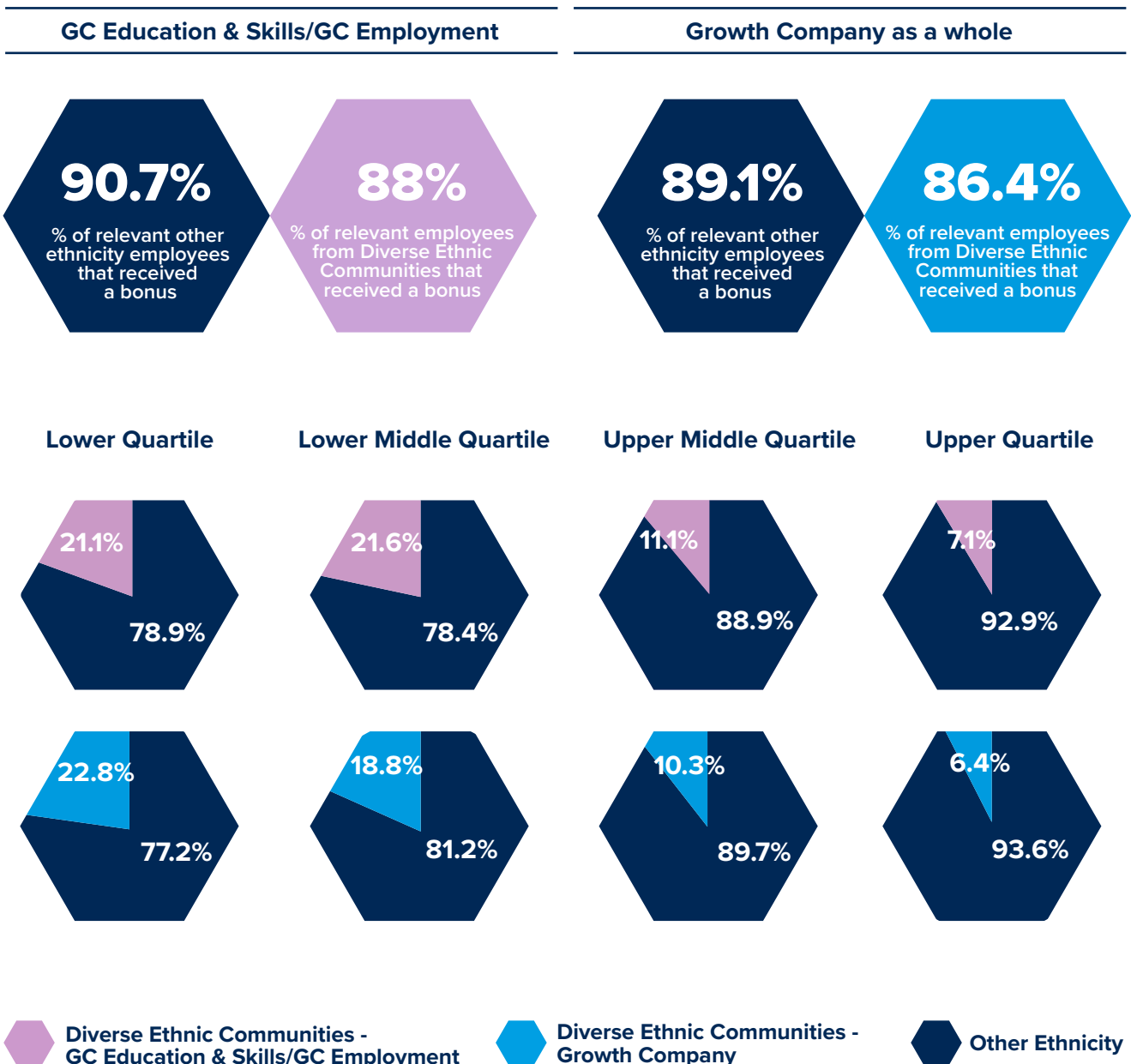


# Ethnicity Pay

This section shows the ethnicity pay and bonus gap within GC (Group as a whole) as well as for GC Education and Skills and GC Employment. It also details the proportion of colleagues from diverse ethnic communities and those from other ethnicities, who have received a bonus and the percentage of each within each quartile band.

Information relating to other business areas within GC, can be found in the Ethnicity Pay appendix.

Ethnicity Pay Analysis Per Business Area	GC Education & Skills/ GC Employment		Growth Company as a whole	
	Mean Average	Median Middle	Mean Average	Median Middle
Differences between other ethnicity and Diverse Ethnic Communities				
Ethnicity Pay Gap	9.7%	0.2%	14.4%	1%
Ethnicity Bonus Gap	35.9%	0%	37.7%	0%





## Improving the gender and ethnicity pay gap



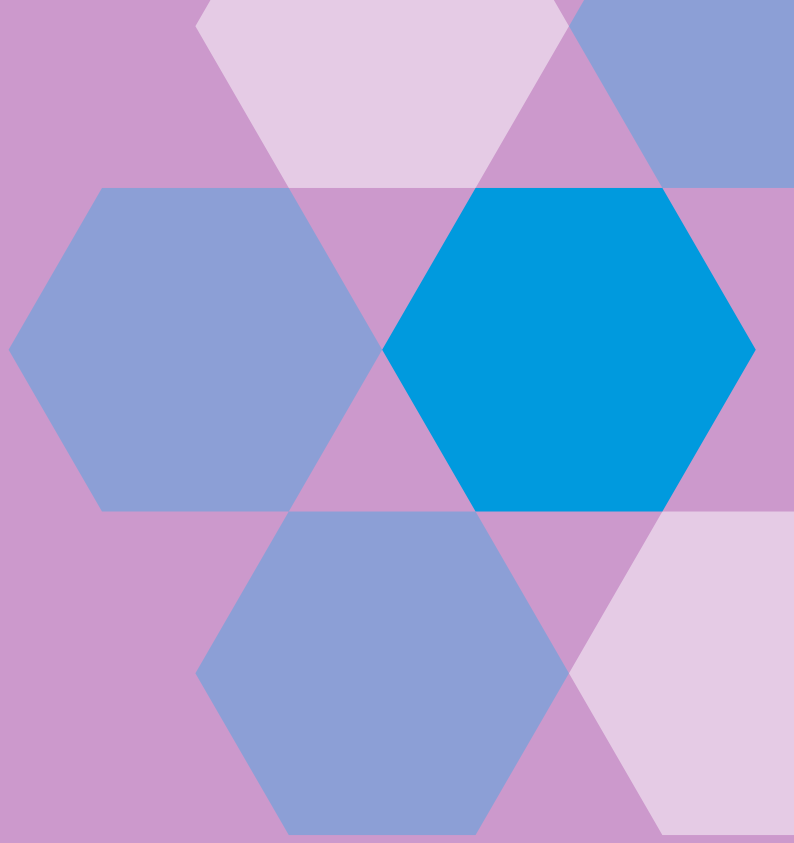
**GC's commitment to reducing any pay gaps across will continue. Some of the actions will include;**

- Continue to raise awareness of our EDI commitment through our EDI networks, campaigns and guest speakers.
- Our parents and carers network representatives are focused on continuous improvements and the Senior Management Team are committed to consider and review.
- Our relationship with Working Families will continue. We have already engaged in a further benchmarking activity and will look at any further improvements we can make to our family friendly benefits.
- We will monitor the positive impact the revised recruitment and selection policy has on our commitment to inclusive recruitment.
- We will be developing more detailed guidance for managers on flexible working from the recruitment stage.

**I confirm that the information within this statement is accurate.**

A handwritten signature in blue ink, appearing to read 'Mark Hughes'.

**Mark Hughes**  
**Chief Executive**



**enable** growth  
**create** jobs  
**improve** lives



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