



The  
Growth  
Company



# Gender Pay Gap

Company Review

2017–18

# Introduction

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As a social value based organisation we're passionate about being able to lead by example when it comes to diversity and inclusion. We understand how it can boost innovation, creativity and performance making us a better organisation to work with and for.

At the Growth Company we value and respect inclusivity and we're committed to reflecting through our workforce the equality and diversity of the clients and communities we work with. This includes addressing gender equality and supporting women in the workplace.

## What is the gender pay gap?

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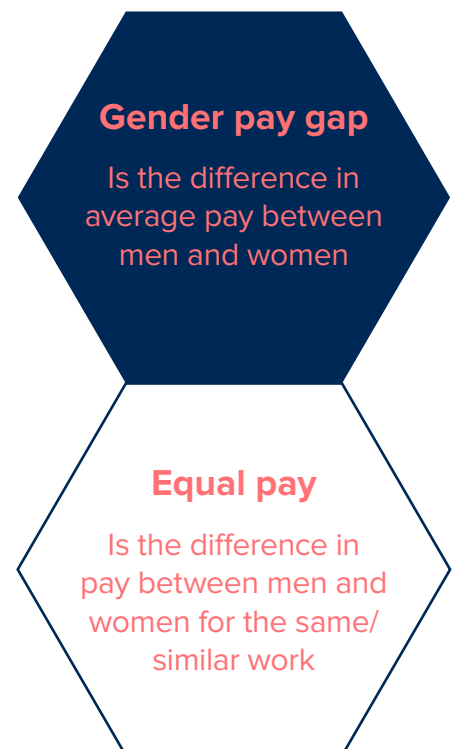
Gender pay looks at the differences in the average pay between men and women. It is not the same as equal pay which looks at pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

In the UK there is a gender imbalance in pay, with women receiving, on average, lower pay to men. This imbalance is reportedly due to a higher proportion of women to men choosing occupations that offer less financial reward; fewer women working in the higher paid sectors; more women working in part time roles, with part time workers typically being paid less than those working in full time roles, as well as women being less likely to

progress into the higher paid senior roles.

In April 2016 the Gender Pay Regulations came into force meaning that all organisations with over 250 employees must publish their gender pay gap results. Due to the structure of The Growth Company, the results we are able to report on within this document relate to the gender pay gap within our GC Employment and GC Education and Skills services (Skills and Works Limited). This is due to Skills and Works Limited being the only legal entity in the Group with over 250 employees.

As an open and transparent employer we intend to conduct further reviews across all of The Growth Company's services.

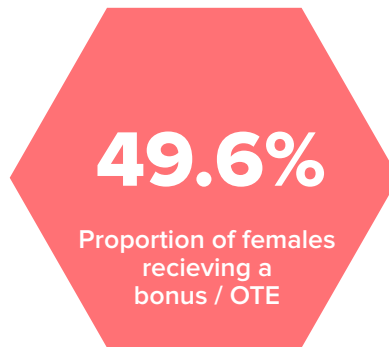
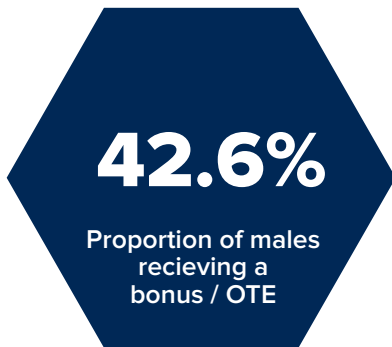


# Our results

## Pay & Bonus

Differences between men and women	Mean Average	Median Middle
Gender Pay Gap	5%	5%
Gender Bonus Gap	1.1%	10.5%

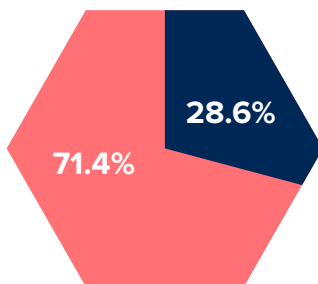
Based on the Government's methodology of calculating the gender pay gap, the median and mean gender pay gap within Skills and Works Solutions Limited is **5%** and the mean bonus is **1.1%**.



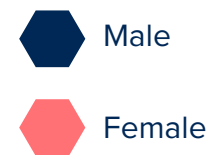
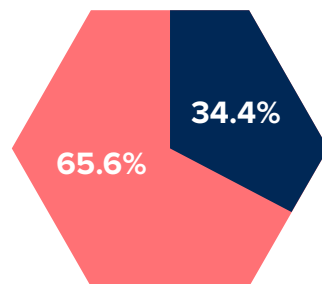
note the bonus figures are largely based on commission payments / On Target Earnings (OTE)

## Proportion of males & females in each quartile band

Band A (lower quartile)

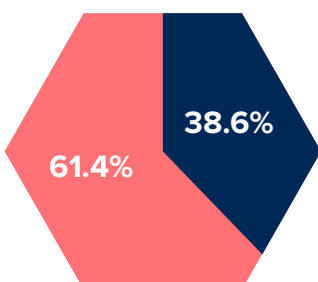


Band B (lower middle quartile)

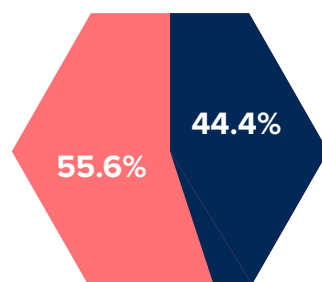


The statistics show a higher percentage of women to men in all quartiles.

Band C (upper middle quartile)



Band D (upper quartile)



# Our actions

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Over the past few years we have been proactive in trying to reduce the pay gap. The actions we have taken include:

- Aligning pay through the introduction of the job bands; paying living wage; bringing individuals all up to the bottom of the bands;
- The creation of our EDI group with staff representatives – gives staff a greater voice in tackling any inequalities within the workplace
- Agile working – a review of our approach to flexible working and the recent introduction to encourage candidates to discuss flexible options at recruitment

Whilst the pay gap is considerably lower than the UK average, Skills and Works Solutions Limited are committed to reducing our gender pay gap as we believe in doing the right thing and are passionate about fairness and equality within the organisation.



# Our commitment

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**Skills and Works Solutions are committed to reducing the gender pay gap as we believe in doing the right thing and are passionate about fairness and equality within the organisation.**

We are striving towards an even more inclusive workforce and are fully committed to reducing our gender pay gap. We are now taking steps to explore how we can reduce the pay gap further:

- Reviewing the OTE scheme to identify where any inconsistencies can be reduced across the median bonus/OTE statistics
- Review the part time / flexible working arrangements across males and females to identify any changes we can make to internal policies, to encourage more men, as well as women, to request flexibility at work.

We will also be analysing pay across the diverse ethnic make-up of employees within the organisation and commit to reporting these findings in future gender pay reports.

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



**Mark Hughes**  
Chief Executive



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