

# Juniper Combined Gender Pay Gap Calculations Comparisons – 2020

The Gender Pay Gap (GPG) calculations submitted to Government can only be so as separate Juniper Venture and Juniper Pursuits companies and not as a combined figure for both companies. This skews the results as all Back Office function staff are located in Juniper Venture's establishment. To illustrate comparable GPG information year on year please see the information below.

The mean hourly rate is the average hourly wage across the entire organization 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).

2018	No of Colleagues	Mean Hourly Rate	Variance	Median Hourly rate	Variance
Female	938	10.76	-8.6%	£10.20	0%
Male	130	11.78	8.6%	£10.20	0%

2019	No of Colleagues	Mean Hourly Rate	Variance	Median Hourly rate	Variance
Female	975	10.79	-9.36%	£10.20	0%
Male	125	12.22	9.366%	£10.20	0%

2020	No of Colleagues	Mean Hourly Rate	Variance	Median Hourly rate	Variance
Female	889	11.43	-10.75%	£10.75	0%
Male	135	12.81	10.75%	£10.75	0%

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

2018	Female	Male
Top Quartile (highest paid)	83%	17%
Upper Middle Quartile	90%	10%
Lower Middle Quartile	90%	10%
Lower Quartile (lowest paid)	90%	10%

2019	Female	Male
Top Quartile (highest paid)	56%	44%
Upper Middle Quartile	87%	13%
Lower Middle Quartile	87%	13%
Lower Quartile (lowest paid)	87%	13%



2020	Female	Male
Top Quartile (highest paid)	80%	20%
Upper Middle Quartile	89%	11%
Lower Middle Quartile	89%	11%
Lower Quartile (lowest paid)	89%	11%

Juniper is a provider of catering and cleaning and hospitality services based in Newham, east London offering services predominantly within Newham but also to some neighbouring authorities.

We are an equal opportunities employer and offer an internal tiered salary structure, irrespective of gender. Internally we employed more women (87%) than men (13%) in 2018 and whilst remaining static in 2019, has changed to 89% women and 11% men in 2020.

In 2020, it should also be noted that the number of females in the top quartile has now increased to 80%.

Our results show that overall, our gender pay gap is 10.75% and is similar to the national average for the age of our workforce.

Although we have a higher than average proportion of women in our workforce, we attribute this to the fact that most of our roles are part time, term time, roles traditionally female dominated as the term time working allows women to care for their children during holiday periods – though we do continue to seek routes to make these roles more attractive to a male workforce too.

Where possible and depending on the operational needs of the job role, we also offer flexible working which makes these roles within the company attractive to those with caring responsibilities - which traditionally are female staff.

In respect of the control, we have staff, all trainees and new internal staff are recruited under the same structure and their earning ability depends on their success and career progress. All internal employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards.

Reducing the gender pay gap is an ongoing long-term goal for us and we are acutely aware that roles based in schools are influenced by wider social attitudes and this will take some time to change.

## **Our Actions**

We strive to continually improve our gender pay gap and are using our social media platforms to publish more news stories featuring make colleagues aimed at attracting more men into the workforce and providing the benefits of working with Juniper.

We will continue to assess how we attract candidates, recruit to roles, and ensure that all staff are recruited using fair objectives recruitment processes.



**We intend to improve our data to understand if we have ethnicity pay gap and review our whole approach to diversity and inclusion.**