



Nurture Group

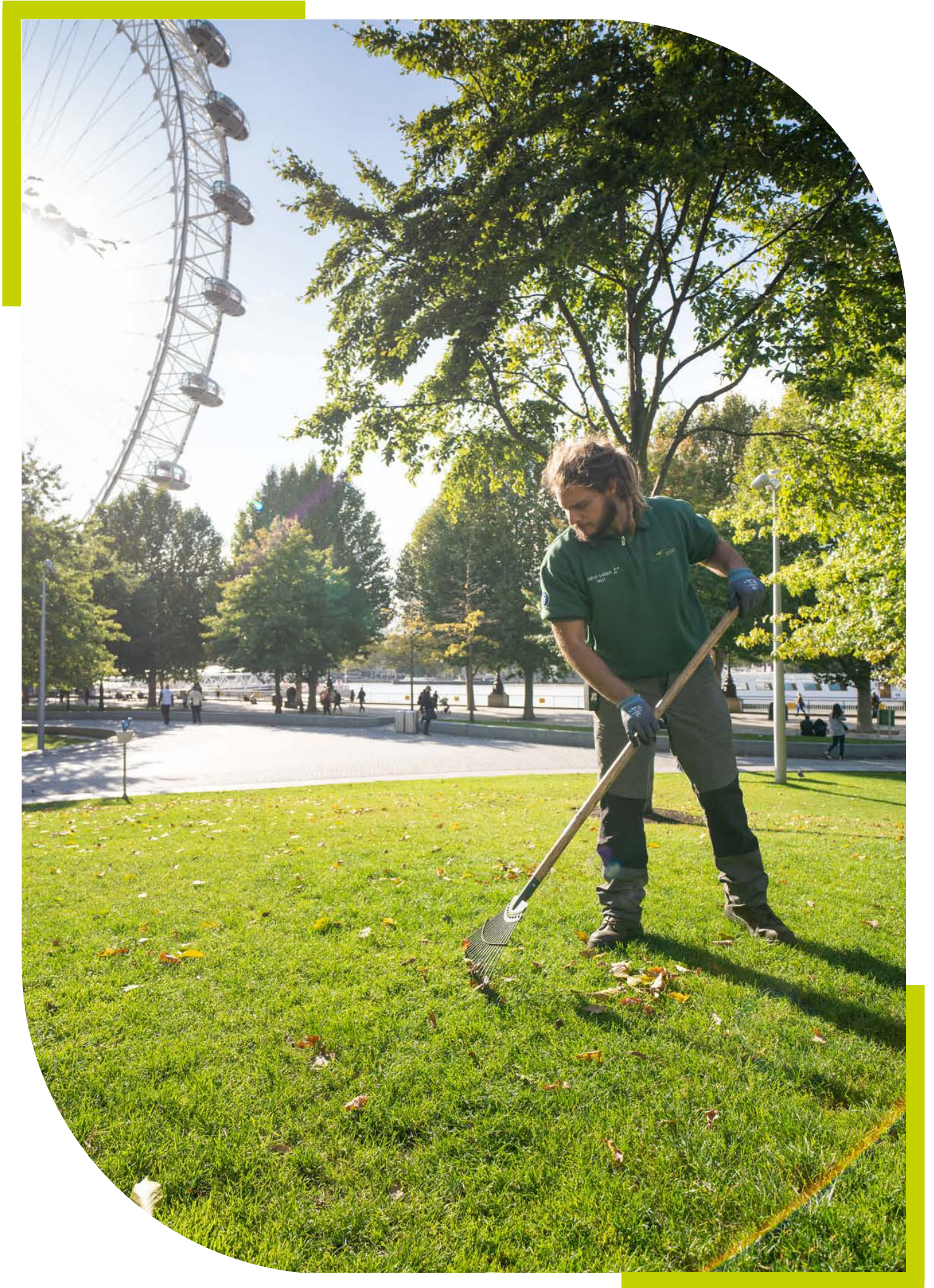
Gender Pay Annual Report

An overview of the report and gender pay
for the year ending 31 March 2023

Company registration number: 06505231
Registered in England and Wales

Registered Office: Nursery Court,
London Road, Windlesham, Surrey, GU20 6LQ







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Introduction

Our purpose

is to create a healthier, safer and more beautiful world.

Our mission

is for the Nurture group brands (Nurture, Gavin Jones and Rokill) to be the market leader and trusted partner for clients.

Our strategy will continue to focus on delivering growth from our strong existing business operations, complemented by further business acquisitions in a highly fragmented market.

Our Values



PASSION

For excellence in everything we do



RESPECT

For each other and the environment



INTEGRITY

Because our word is our bond



DIVERSITY

Through equity and inclusivity



EXPERTISE

Applying our skills to deliver added value

What we are reporting and why it matters

UK companies with 250 or more employees are publishing data on the average hourly pay of the women and men who work for them, as well as the make-up of opportunities within their organisations. Under UK gender pay gap requirements the Nurture Group of Companies required to report for Nurture Landscapes Ltd and Gavin Jones Ltd. At Nurture, this level of increased transparency is a welcome step in the right direction and we choose to go one step further and provide an additional Gender Pay report covering all of our Group companies including Nurture Pest Ltd.

Our People are at the heart of our Brand and our success is a direct result of the dedication of all our colleagues who create the most beautiful and safe greenspaces for our customers and who deliver on our plans for our future growth every day.

We believe that a culture of inclusivity is a catalyst for positive social change for everyone who works our industry, ensuring that our business and industry is able to thrive in the future by continuing to attract and retain the best talent for our Customers.

Over the years, we have made remarkable progress in nurturing an inclusive culture. We are encouraged as a business that the number of women in our most senior roles has improved from 10.5% to 17% since our last gender pay report, the highest within our peer group and our mean bonus gap has reduced from 49.8% to 29.2%.

A message from our Chief People Officer



Our people are at the Heart of our Brand and for us this means that Equity, Diversity and Inclusion are a big part of creating a work environment that allows all of our people to flourish and deliver the most exceptional level of service to our customers every day. ED&I is embedded with our ESG strategy and this year we celebrated the launch of our new Company values with PRIDE.

Equity, Diversity and Inclusion are a big part of creating such a work environment and fair and equitable compensation scheme is a big part of achieving this aim. In 2024 and 2025, the key areas we'll be focusing on to enhance our colleagues experience and drive EDI, are:

- 1 Strengthening an inclusive culture underpinned with the launch our new Company Values.
- 2 Ensuring all of our diverse networks can connect and flourish with the launch of our new Intranet and Academy.
- 3 Launching our new Colleague Engagement Survey



Sue Wishart
Chief People Officer

I am looking forward to seeing what we can achieve this year and sharing an update in the next Gender Pay Gap report, in 2025.

Gender pay summary

What the results mean

For us, our colleagues are the most important part of our business. We want to continue to attract the best talent to work in our business and so we have spent a lot of time understanding our figures and how we can improve in line with our future growth.

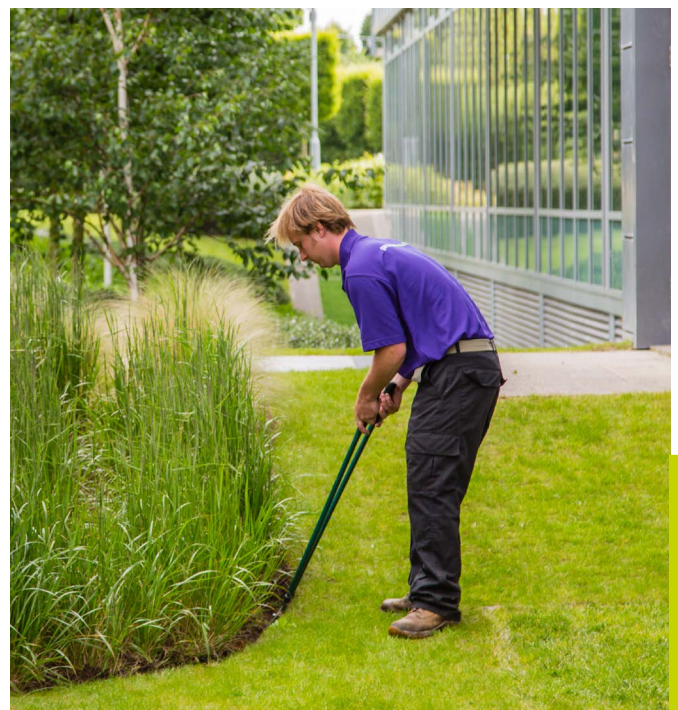
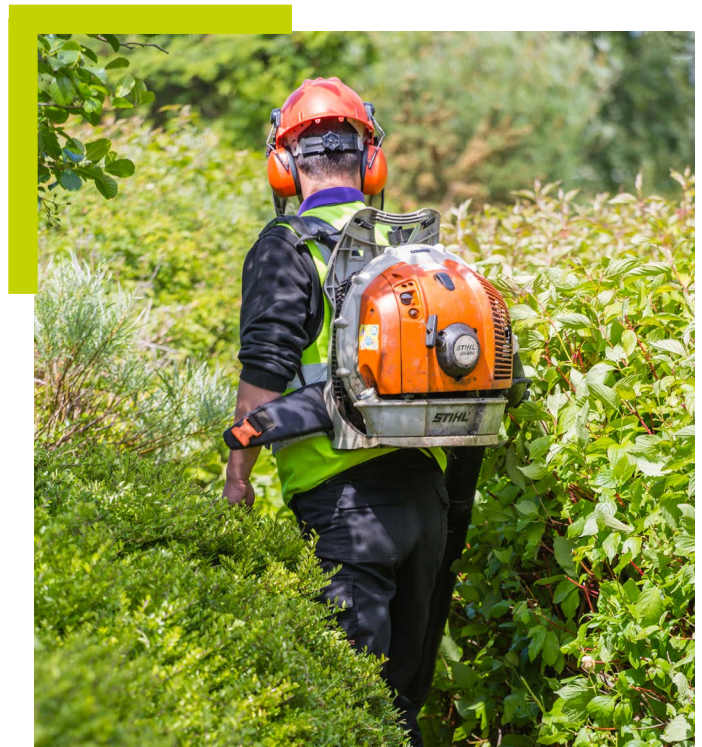
Part of our business particularly the Grounds Maintenance and Construction areas are traditionally male dominated in the sector. Encouraging and supporting more women to reach their full potential will be key to improving our women in the management pipeline.

We are encouraged as a business that across our combined businesses the number of women in our most senior roles has improved from 10.5% to 17% since our last gender pay report and our mean bonus gap has reduced from 49.8% to 29.2%. Nurture Landscapes Ltd broke through the 20% boundary in the upper quartile for the first time which is above the peer average of 11.83%

Where we'll focus

Developing an inclusive organisation

Part of our business particularly the Grounds Maintenance and Construction areas are traditionally male dominated in the sector. Encouraging and supporting more women to reach their full potential will be key to improving our women in the management pipeline.



What is the gender pay gap?



1 The gender pay gap report gives businesses a snapshot of the make-up of their organisation and helps identify areas to focus on to improve opportunities.

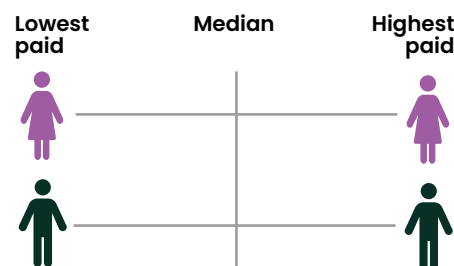
2 Because different jobs pay differently and number of women and men doing each job varies, gender pay gaps can exist.

3 This is distinct from equal pay, which is the difference in pay between women and men doing the same jobs.

How is it calculated?

Median Pay Gap

The median pay gap is calculated by imaging two queues of all of the employees in our organisation divided by gender. The salaries at the exact middle point in each queue are then compared to reveal the pay gap with the organisation at that point.



Mean Pay Gap

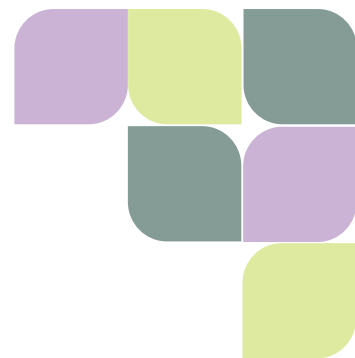
Mean pay gap is calculated by comparing the average hourly pay of all the women in the organisation with the average hourly pay of all men in the organisation. The proportion of a gender in certain roles or functions within a business can influence this figure.



Proportion of women and men in each quartile

Businesses will divide colleagues into four equal-sized groups from lowest paid to the highest paid and publish the proportion of women and men in each group called a quartile.

Overall group results



Nurture does not have a female gender pay gap; we have a negative pay gap. Our bonus gap is driven by two factors:

1 A smaller number of women in middle management roles in our operational areas.

2 As a group we provide our functional administrative roles with a discretionary annual bonus most of whom are female.

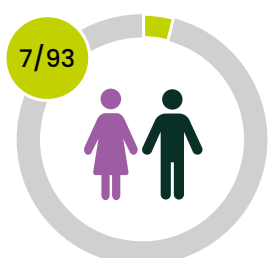
Across over 2200 colleagues working for Nurture



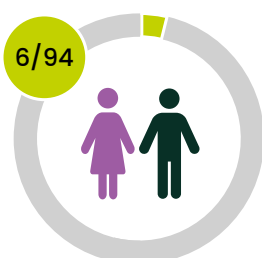
	Median	Mean
Gender pay gap	-9.5%	-10%
Gender bonus gap	27.2%	66.7%

Gender split in pay quartiles

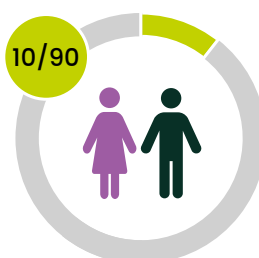
% of women and men in each part of Nurture from frontline to senior management roles



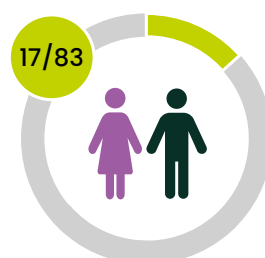
Quartile 1
(lowest pay)



Quartile 2

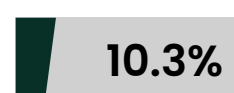


Quartile 3



Quartile 4
(highest pay)

% who received a bonus

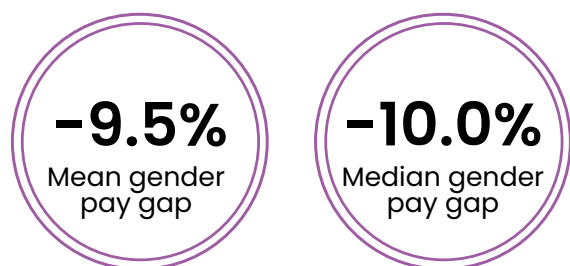




Nurture Group

Gender pay

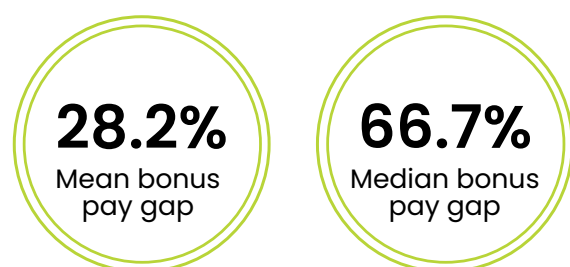
Pay gap



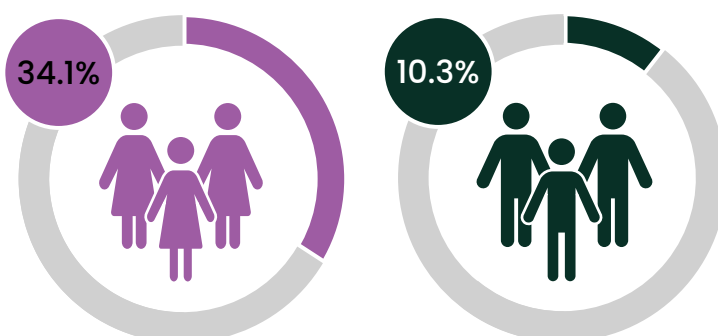
Figures based on the following employee numbers

	Relevant employees	Full pay relevant employees
Male	1,559	1,508
Female	170	167
Total	1,729	1,675

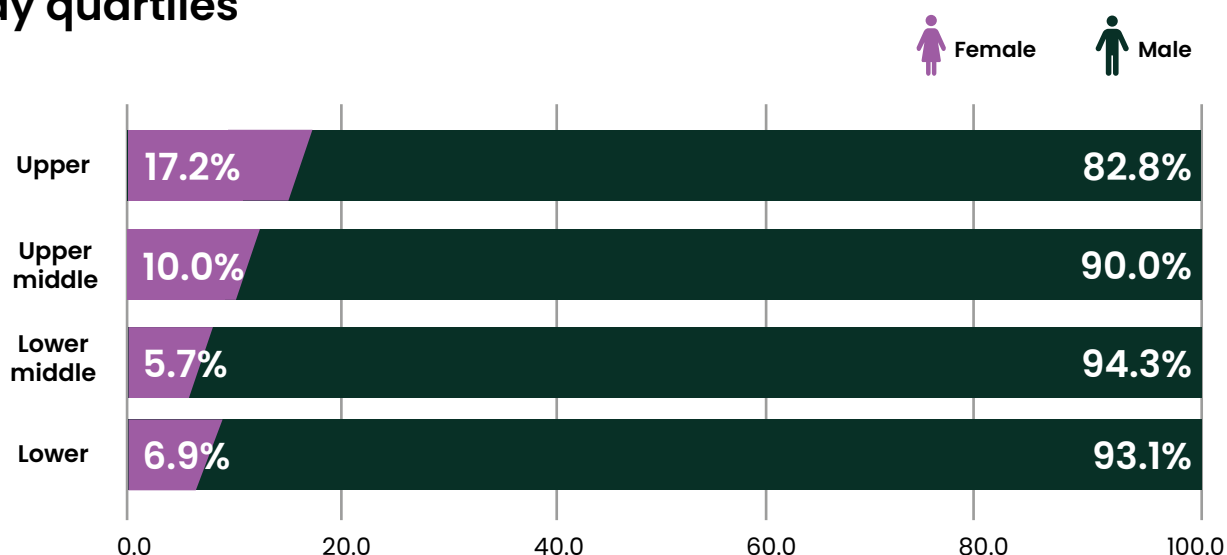
Bonus gap

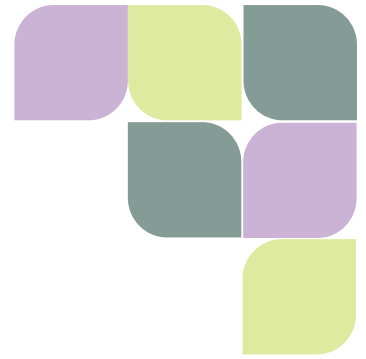


Percentage receiving a bonus:



Pay quartiles





Pay gap

Mean pay

	Hourly rate
Male	£13.38
Female	£14.65

Median pay

	Hourly rate
Male	£11.40
Female	£12.54

Bonus gap

Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

	Relevant employees	Received bonus	Received bonus %
Male	1,559	161	10.3%
Female	170	58	34.1%
Total	1,265	191	12.7%

	Mean	Median
Male	£1,500.21	£1,500.00
Female	£1,077.59	£500.00

Pay quartiles

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	1,508	389	395	377	347
Female	167	29	24	42	72
Total	1,675	418	419	419	419

Number of employees

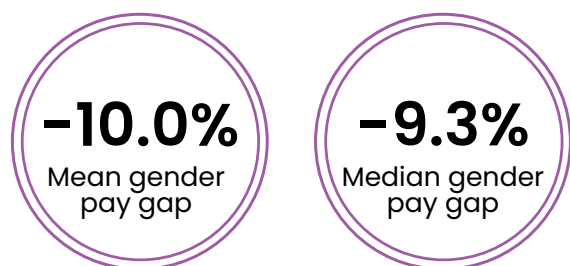
	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	90.0%	93.1%	94.3%	90.0%	82.8%
Female	10.0%	6.9%	5.7%	10.0%	17.2%

% of employees

Nurture Landscapes

Gender pay

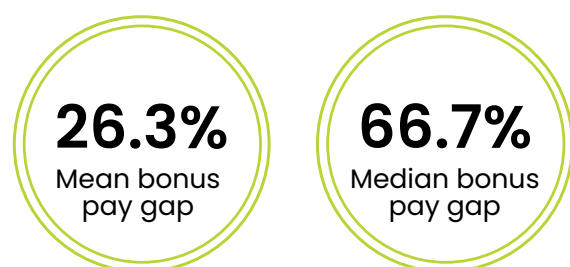
Pay gap



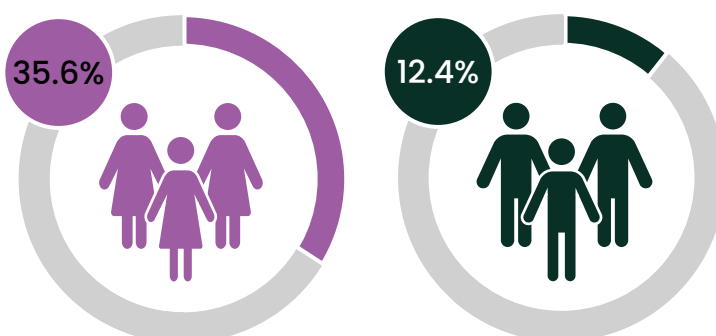
Figures based on the following employee numbers

	Relevant employees	Full pay relevant employees
Male	1,119	1,083
Female	146	144
Total	1,265	1,227

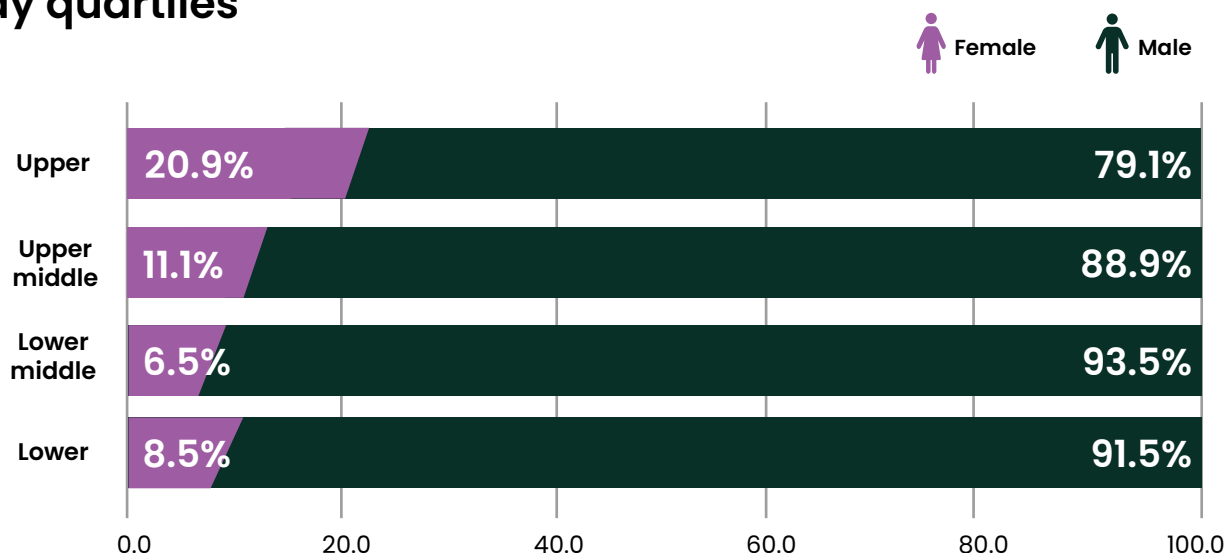
Bonus gap



Percentage receiving a bonus:



Pay quartiles



Pay gap

Mean pay

	Hourly rate
Male	£13.51
Female	£14.86

Median pay

	Hourly rate
Male	£11.40
Female	£12.46

Bonus gap

Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

	Relevant employees	Received bonus	Received bonus %
Male	1,119	139	12.4%
Female	146	52	35.6%
Total	1,265	191	15.1%

	Mean	Median
Male	£1,467.12	£1,500.00
Female	£1,081.73	£500.00

Pay quartiles

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	1,083	280	287	273	243
Female	144	26	20	34	64
Total	1,227	306	307	307	307

Number of employees

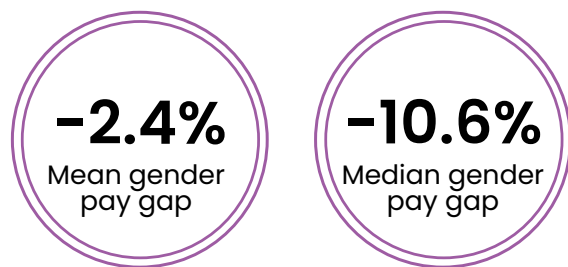
	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	88.3%	91.5%	93.5%	88.9%	79.1%
Female	11.7%	8.5%	6.5%	11.1%	20.9%

% of employees

Gavin Jones

Gender Pay

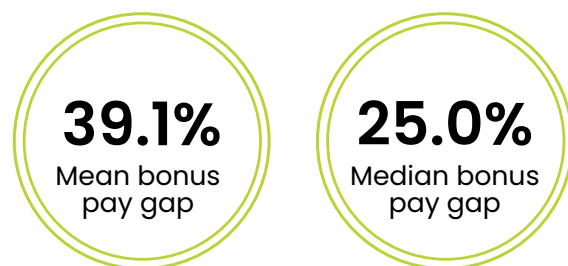
Pay gap



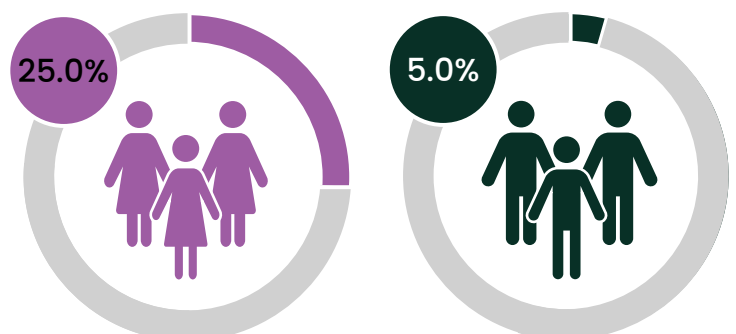
Figures based on the following employee numbers

	Relevant employees	Full pay relevant employees
Male	440	425
Female	24	23
Total	464	448

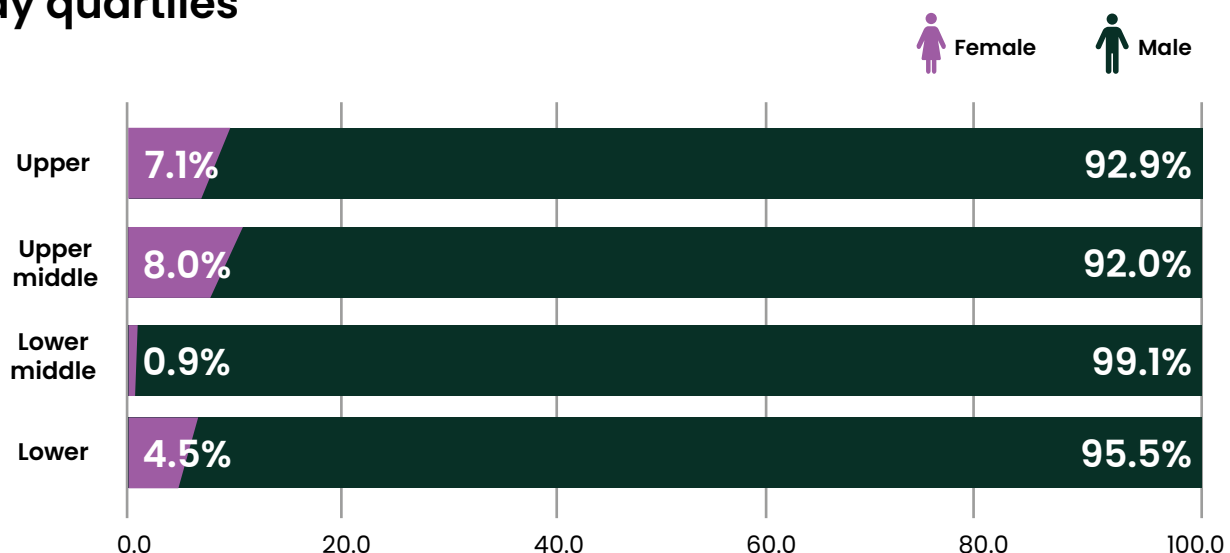
Bonus gap



Percentage receiving a bonus:



Pay quartiles



Pay gap

Mean pay

	Hourly rate
Male	£13.04
Female	£13.36

Median pay

	Hourly rate
Male	£11.50
Female	£12.72

Bonus gap

Bonus metrics are calculated on all relevant employees, rather than only the fully paid relevant employees.

	Relevant employees	Received bonus	Received bonus %
Male	440	22	5.0%
Female	24	6	25.0%
Total	464	28	6.0%

	Mean	Median
Male	£1,709.31	£1,500.00
Female	£1,041.67	£1,125.00

Pay quartiles

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	425	107	111	103	104
Female	23	5	1	9	9
Total	448	112	112	112	112

Number of employees

	Full pay relevant employees	Lower	Lower middle	Upper middle	Upper
Male	94.9%	95.5%	99.1%	92.0%	92.9%
Female	5.1%	4.5%	0.9%	8.0%	7.1%

% of employees



The Nuture Group



Nursery Court, London Road
Windlesham, Surrey, GU20 6LQ



www.nuture-group.co.uk



info@nuture-group.co.uk



0800 755 5265

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