



Gender Pay Gap Report

March 2026



Summary

“Our gender pay gap results this year reflect the structure of our workforce and the nature of the sector, where around 83% of employees are male (Royal Horticultural Society). This is consistent with the wider industry and continues to influence our overall pay distribution and bonus outcomes.

What's important to recognise is that our gender pay gap is not a measure of equal pay for equal work, but rather a reflection of representation - particularly the lower number of women in frontline operational roles and higher proportion of female workers in support and office-based roles. Despite this imbalance, our data shows encouraging signs: in several areas we have a negative or minimal hourly pay gap, meaning women on average earn slightly more than men. This suggests that where women are represented, pay practices are fair and consistent.

The larger bonus gap highlights a different challenge - the small number of women in roles that receive performance-linked rewards. It is however worth highlighting that the business model is such that it is in the main operational and sales roles that benefit from bonus. As our workforce has continued to grow through acquisitions, we see variations between entities, but the overall picture reinforces the same theme.

Going forward, our focus will be on practical steps to attract, support and retain and attract more women in the operational business. This includes reviewing our recruitment pipelines, strengthening development pathways, and preparing for the 2027 requirement to publish an equality action plan.

Our goal is to create long-term, sustainable change in a sector that has traditionally been male-dominated, while maintaining fairness and transparency across all our pay practices.”

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5 April 2025) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

The government's prescribed methodology has been used when calculating Nurture Group's gender pay gap. The gender pay gap is different from unequal pay.

The gender pay gap looks at the following areas:

- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.



Hourly pay includes any monetary payments such as:
Basic pay
Allowances
Pay for piecework
Pay for leave
Shift pay premium

Bonus pay includes any rewards related to:
Profit sharing
Productivity/performance
Incentive
Commission
Long service award with a monetary value

Payments such as for overtime, pension, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave are excluded.

What are the metrics?

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

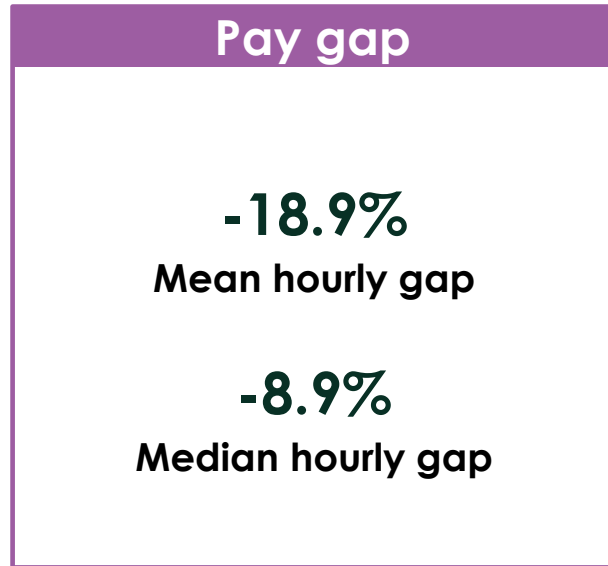
The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

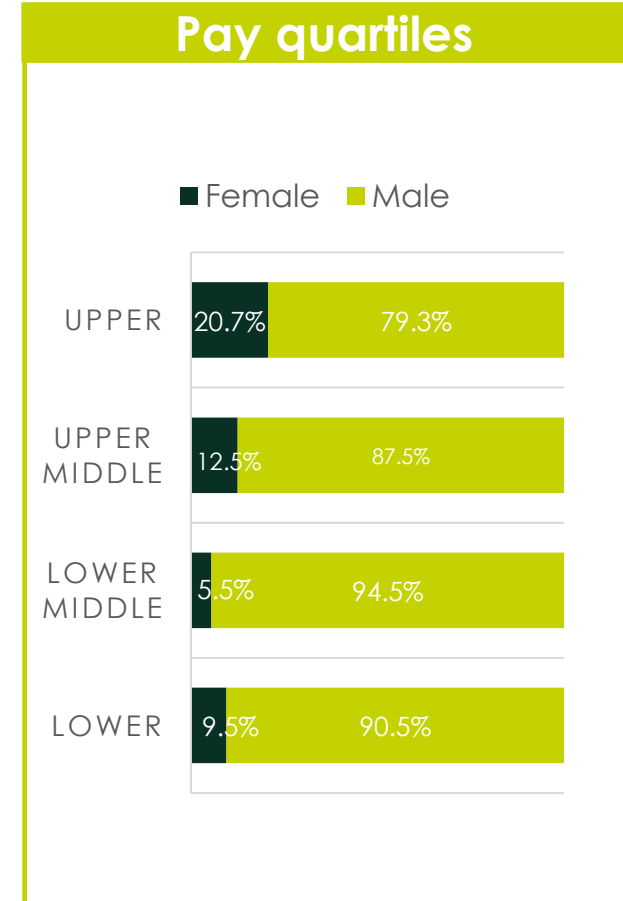
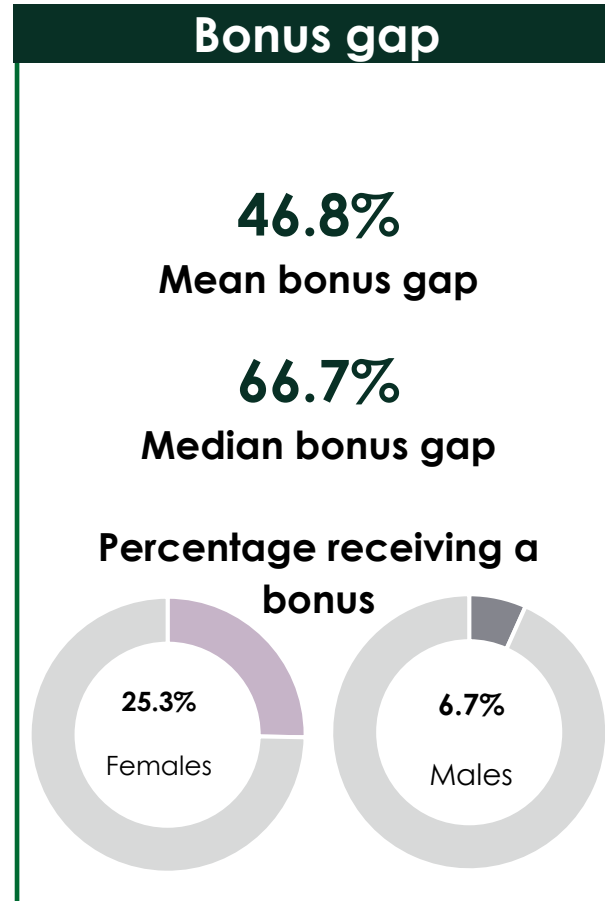
The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.

Gender pay gap for Nurture Landscapes Limited - summary dashboard



Figures based on the following employee numbers

Nurture Landscapes Limited	Relevant employees	Full pay relevant employees
Male	1,742	1,661
Female	233	228
Total	1,975	1,889





Gender pay gap for Nurture Landscapes Limited - detailed dashboard

Pay gap

Mean pay



	Hourly rate (£)
	15.07
	17.92



Median pay

	Hourly rate (£)
	13.05
	14.21


Bonus gap



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

	Relevant employees	Received bonus (#)	Received bonus (%)
	1,742	116	6.7
	233	59	25.3
Total	1,975	175	8.9

	Mean (£)	Median (£)
	2,786.01	1,500.00
	1,482.79	500.00

Pay quartiles

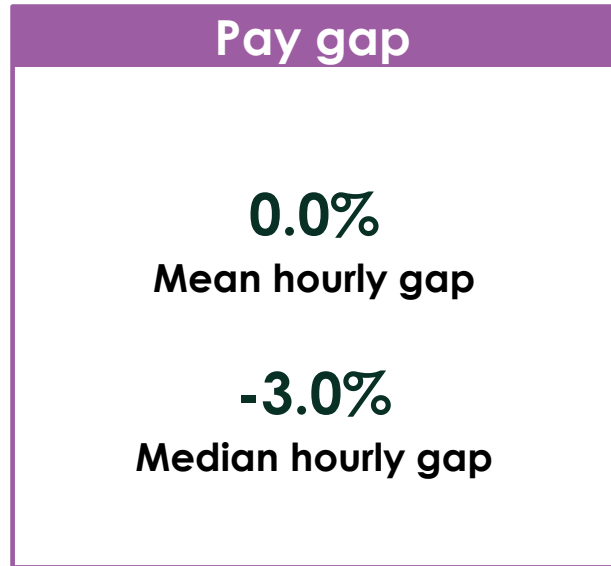
	Employees	Lower	Lower middle	Upper middle	Upper
	1,661	427	446	413	375
	228	45	26	59	98
Total	1,889	472	472	472	473

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	87.9	90.5	94.5	87.5	79.3
	12.1	9.5	5.5	12.5	20.7

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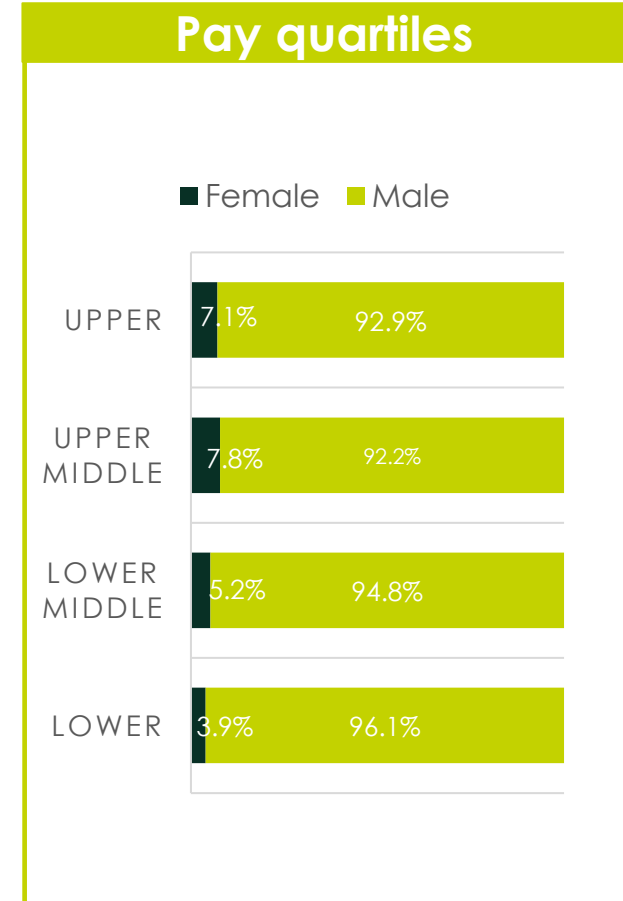
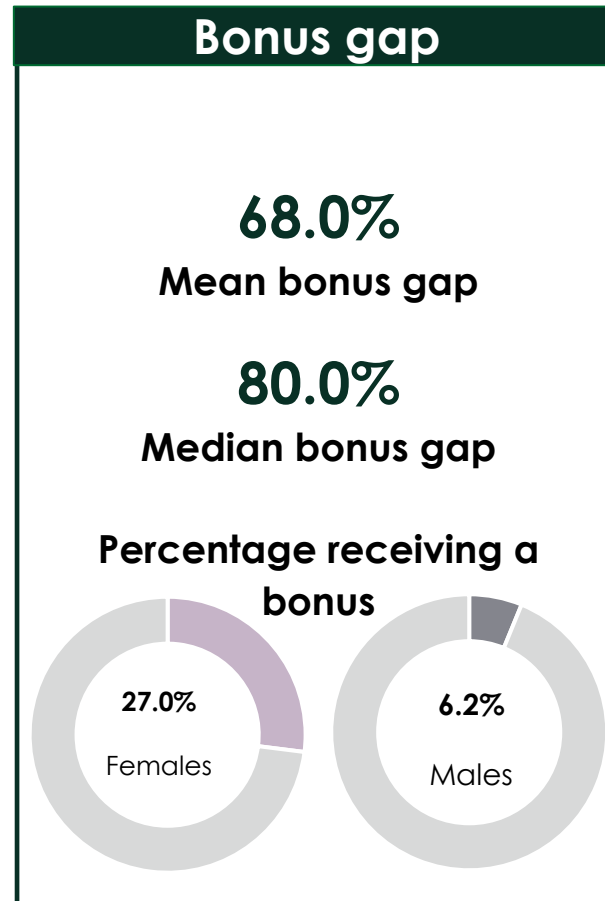
-  Male
-  Female

Gender pay gap for Gavin Jones- summary dashboard



Figures based on the following employee numbers

Gavin Jones	Relevant employees	Full pay relevant employees
Male	662	579
Female	37	37
Total	699	616



Gender pay gap for Gavin Jones - detailed dashboard



Pay gap

Mean pay



	Hourly rate (£)
	14.53
	14.53



Median pay

	Hourly rate (£)
	13.45
	13.85



Bonus gap



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

	Relevant employees	Received bonus (#)	Received bonus (%)
	662	41	6.2
	37	10	27.0
Total	699	51	7.3

	Mean (£)	Median (£)
	2468.03	2,500.00
	790.00	500.00

Pay quartiles

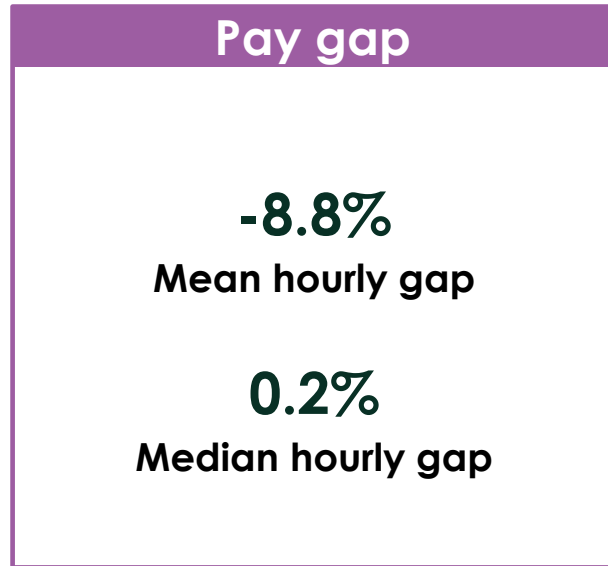
	Employees	Lower	Lower middle	Upper middle	Upper
	579	148	146	142	143
	37	6	8	12	11
Total	616	154	154	154	154

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	94.0	96.1	94.8	92.2	92.9
	6.0	3.9	5.2	7.8	7.1

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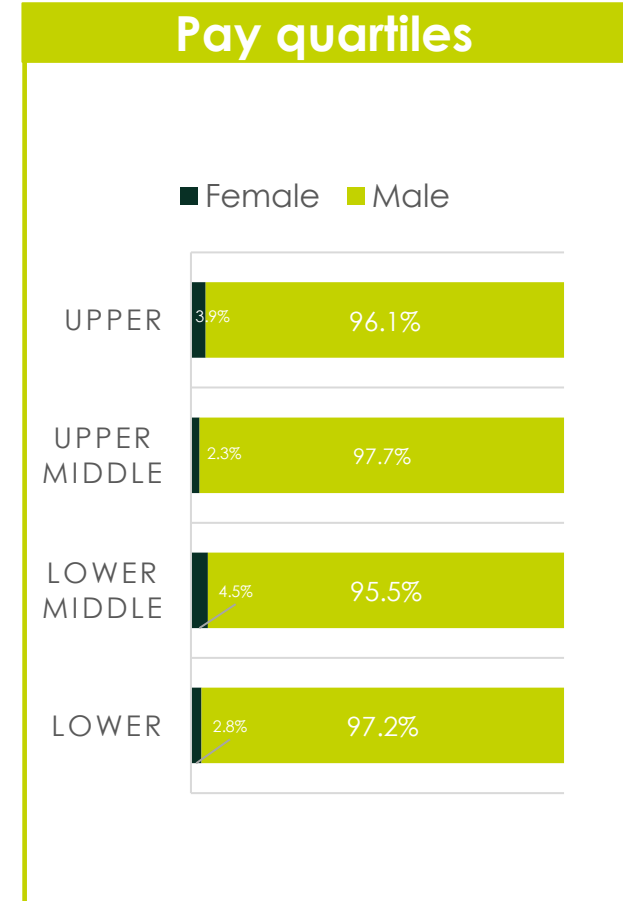
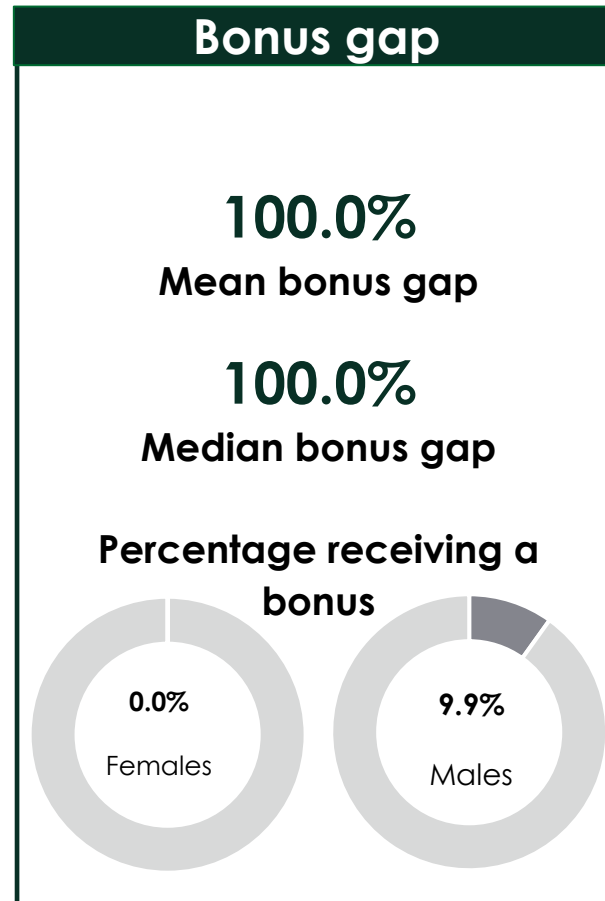
-  Male
-  Female

Gender pay gap for Tivoli Group - summary dashboard



Figures based on the following employee numbers

Tivoli Group	Relevant employees	Full pay relevant employees
Male	888	690
Female	25	24
Total	913	714



Gender pay gap for Tivoli - detailed dashboard



Pay gap

Mean pay



	Hourly rate (£)
	13.17
	14.34

Median pay

	Hourly rate (£)
	12.65
	12.63



Bonus gap

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



	Relevant employees	Received bonus (#)	Received bonus (%)
	888	88	9.9
	25	0	0.0
Total	913	88	9.6

	Mean (£)	Median (£)
	1203.77	466.93
	0.00	0.00

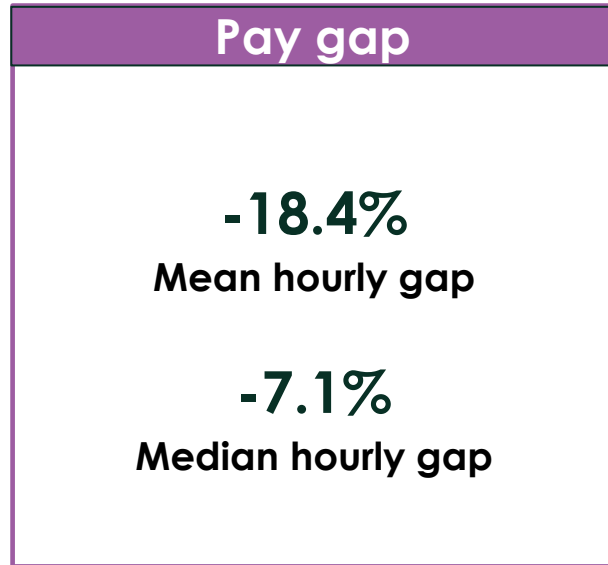
Pay quartiles

	Employees	Lower	Lower middle	Upper middle	Upper
	690	173	171	174	172
	24	5	8	4	7
Total	714	178	179	178	179

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	96.6	97.2	95.5	97.7	96.1
	3.4	2.8	4.5	2.3	3.9

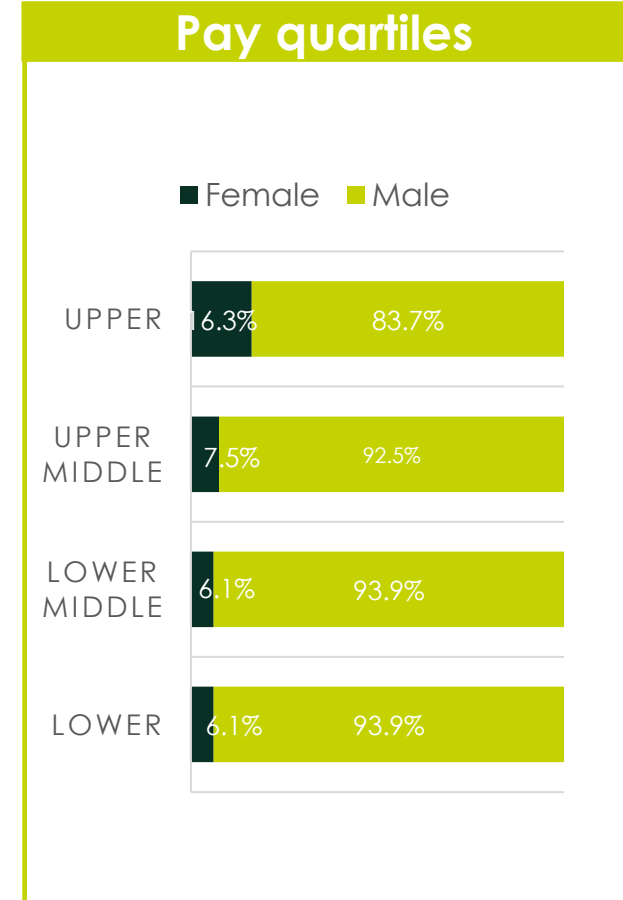
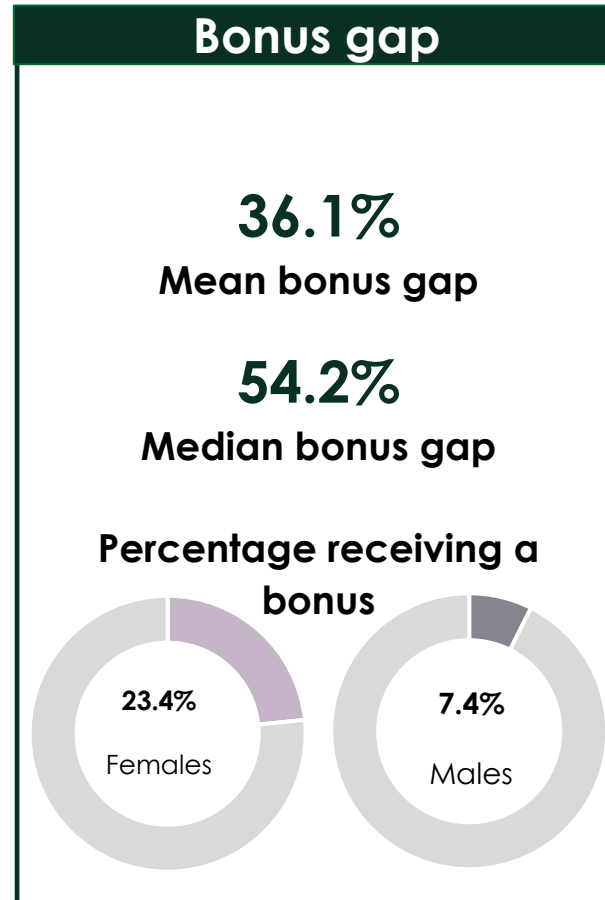
Key:
 Male
 Female

Gender pay gap for All Entities - summary dashboard



Figures based on the following employee numbers

All Entities	Relevant employees	Full pay relevant employees
Male	3,292	2,930
Female	295	289
Total	3,587	3,219



Gender pay gap for All Entities - detailed dashboard



Pay gap

Mean pay



	Hourly rate (£)
	14.52
	17.19



Median pay

	Hourly rate (£)
	12.93
	13.85



Bonus gap


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



	Relevant employees	Received bonus (#)	Received bonus (%)
	3292	245	7.4
	295	69	23.4
Total	3587	314	8.8

	Mean (£)	Median (£)
	2164.48	1092
	1382.39	500.00

Pay quartiles

	Employees	Lower	Lower middle	Upper middle	Upper
	2930	755	756	745	674
	289	49	49	60	131
Total	3219	804	805	805	805

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	91.0	93.9	93.9	92.6	83.7
	9.0	6.1	6.1	7.5	16.3

Key:
 Male
 Female

The statistics

- The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.
- The gender pay gap is different from unequal pay. Unequal pay is when an organisation pays men and women differently for carrying out equal work.

The Office for National Statistics Figures

- According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to 12.8% in 2025 (provisional figure), down from 13.1% in 2024 and 14.2% in 2023. This remains below the 17.4% level observed in 2019.
- There remains a large difference in GPG between employees over 40 and those aged below 40 years of age.
- Click here to find further information on the ONS and to review their findings: [UK - Office for National Statistics](#)





Thank you

March 2026

