

Gender Pay  
Gap Report

2022



**tivoli**

# Introduction

Tivoli is the UK's leading independent grounds maintenance provider. We want our people to enjoy working for us by ensuring they have the skills, resources and energy to do an excellent job for our clients. We believe that everyone should be rewarded and recognised fairly for their contribution and has equal access to opportunities for personal growth and development by creating an inclusive culture.

This year, our Gender Pay Gap shows that the numbers are very similar to previous years, reflecting the continuing challenges that our industry faces. We are maintaining our efforts on making Tivoli an inclusive, diverse and rewarding place for everyone. Our skills-based pay framework is unique in our industry and provides a robust platform for ensuring fairness and equality.



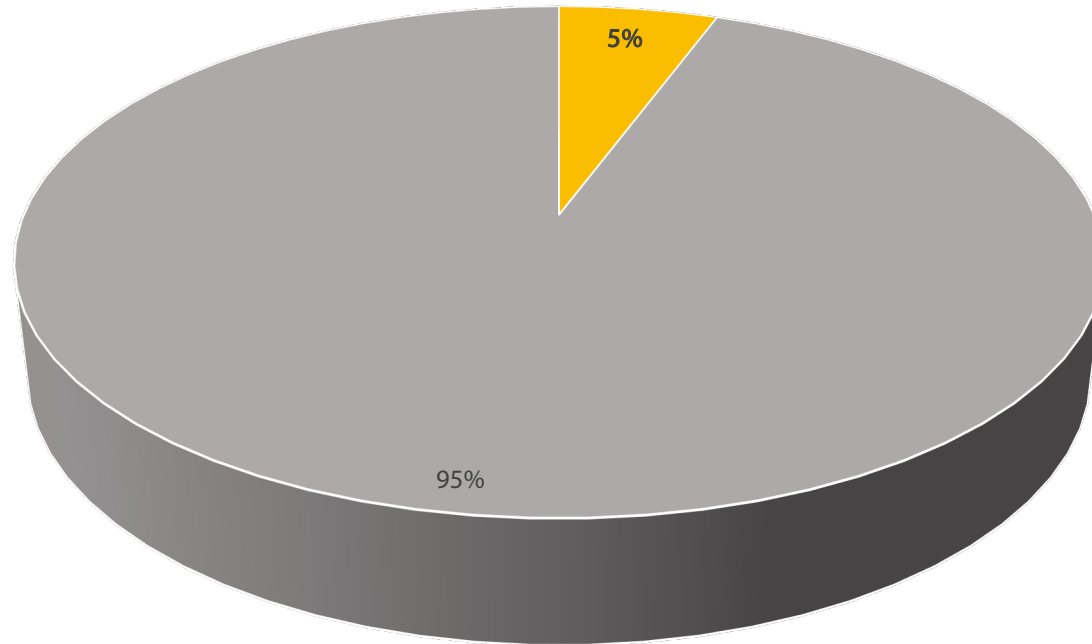
**Cathy Dawson**  
HR Director

# What is the Gender Pay Gap?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to publish certain information in a consistent format. This includes the difference or 'gap' (as a percentage) in the mean and median pay of full-pay men and women; and bonus pay of men and women. We also need to publish the proportion of men and women who received bonus pay; and the proportion of full-pay men and women in each of four quartile pay bands. This information and commentary is provided in our report.



Total Employees at Snapshot Date  
01.04.22



Female Percentage Male Percentage

There is no year on year change to the percentage of men and women employed in Tivoli. The majority of our workforce are employed directly in grounds maintenance, hourly paid roles. These have traditionally been occupied by more males than females making our overall gender split typical of our industry.



Our gender pay gap is significantly lower than the national average with a negative gender pay gap. This means that the mean and median hourly pay for females is higher than the same for males. The mean bonus pay gap is in favour of males as the bonuses paid were in relation to operational duties, reflecting the make-up of our workforce.

## Gender Pay Gap

Mean Gender Pay Gap

-48%



Median Gender Pay Gap

-20%



## Bonus Pay Gap

Median Bonus Pay Gap

0%



Mean Bonus Pay Gap

31%



Percentage Receiving a Bonus

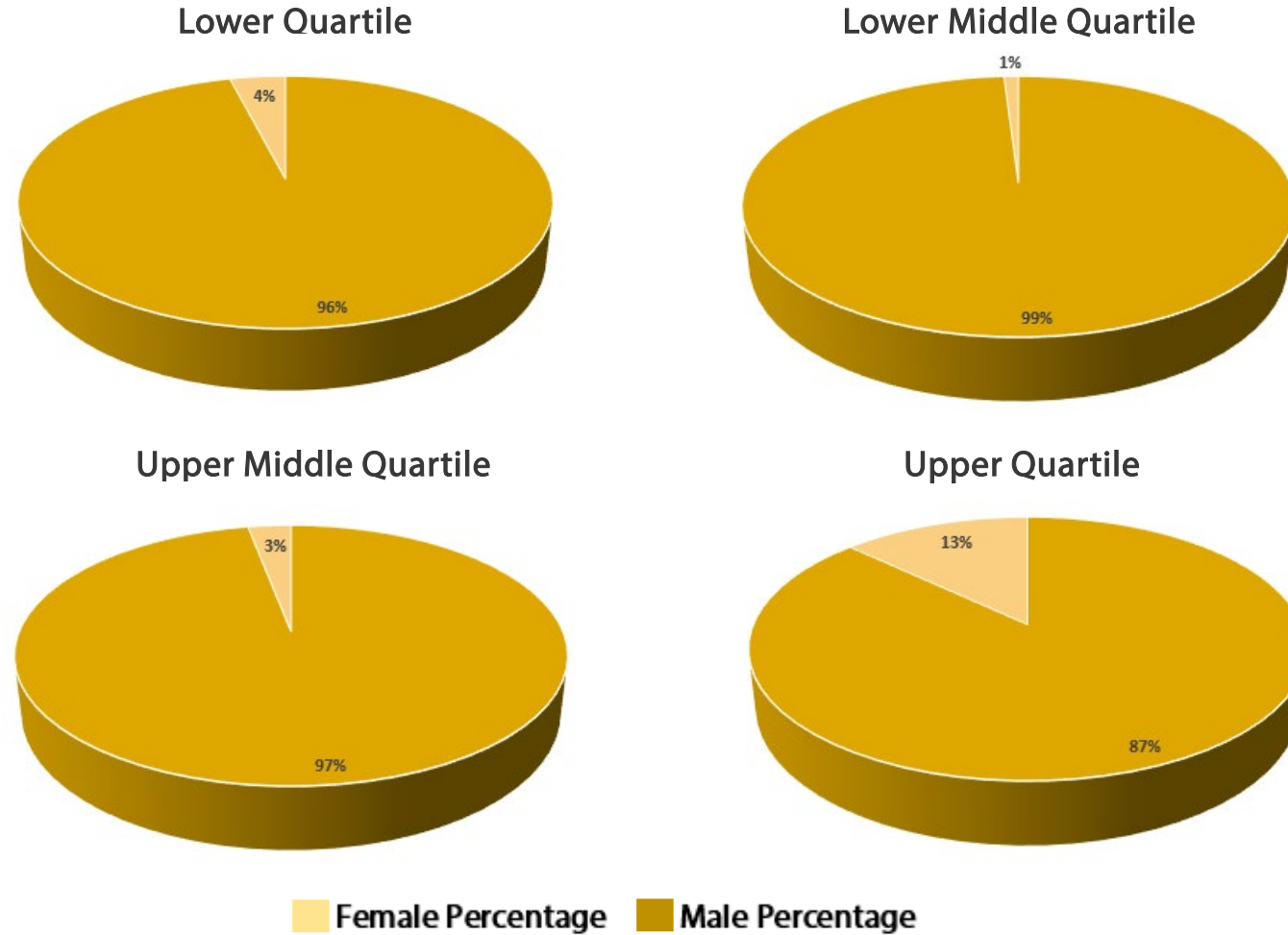
5%



10%



# Pay Quartile Percentages



The overall split of males to females employed is 95% to 5%, and the pay quartile percentages also reflect this. The upper quartile is slightly higher due to more women in senior roles being paid at higher levels.