



Gender Pay Gap Report 2023

Background

The Gender Pay Gap Regulations, otherwise known as the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in the UK in April 2017. The regulations require all private and voluntary-sector employers with 250 or more employees to publish data showing what the pay gap is between male and female employees.

Gender pay gap shows the differences in mean and median pay between male and female employees. Pay rates are determined by job qualification and not by gender and we are focused on training and developing our people and allowing them, should they choose, to move from operatives through to leadership roles and we are proud of our achievements in this area so far.

About median and mean

The mean (average) gender pay gap figure

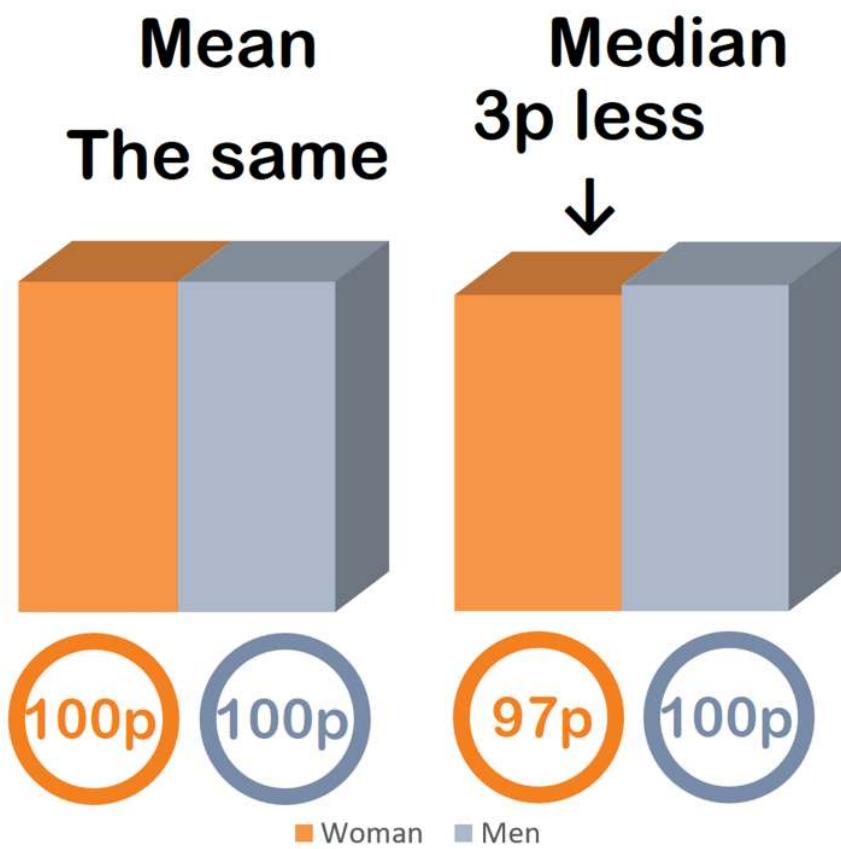
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

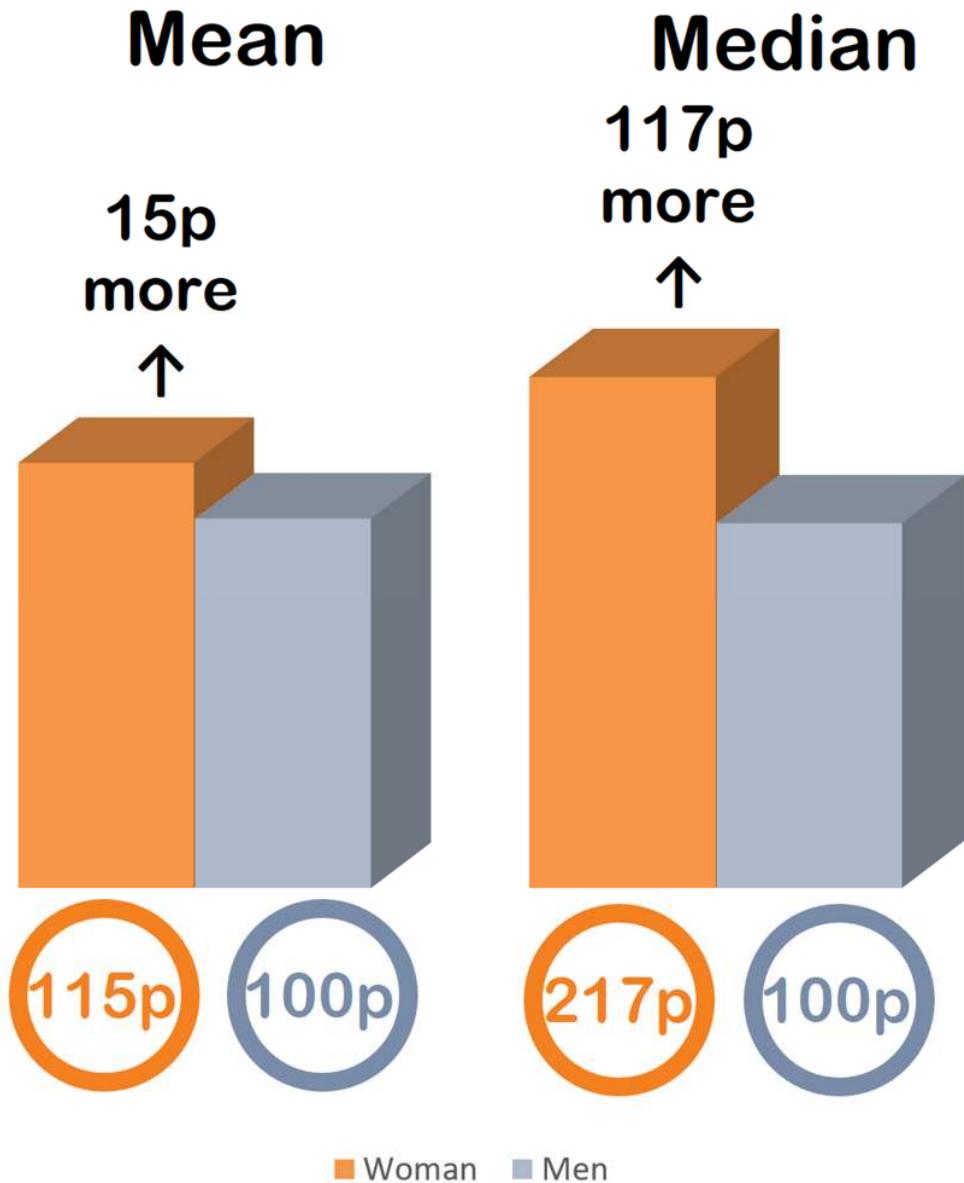
Hourly pay gap

In Scapes Group Limited, women earn £1.00 for every £1.00 that men earn when comparing mean (average) hourly pay and 97p for every £1.00 that men earn when comparing median hourly pay. Their mean hourly pay is the same than men's and their median hourly pay is 3% lower than men's.



Bonus pay gap

In Scapes Group Limited, women earn £1.15 for every £1.00 that men earn in bonuses when comparing the mean (average) and £2.17 for every £1.00 that men earn when comparing median bonus pay. Their mean bonus is 15% higher than men's and their median bonus is 117% higher than men's.



The percentage of women in each pay quarter

Women occupy 25% of the highest paid jobs and 49% of the lowest paid jobs.

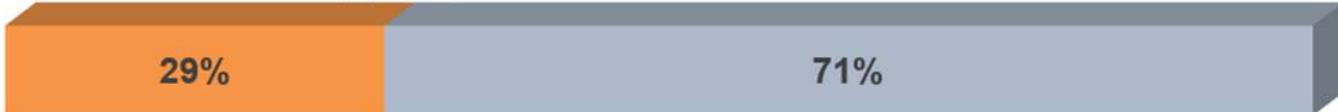
Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



■ Woman ■ Men

Why we have a Gender Pay Gap

Scapes Group Limited pay rates are role defined with the Gender Pay Gap being a product of the timing of the current gender mix across the various roles. We are proud to be a diverse business and truly recognise the benefits this brings. Whilst gender is the focus of this report and remains important to us, we believe that this is only one element of being a truly inclusive workforce. Being diverse enables us to attract and retain the best possible people who in turn deliver the best possible service to our customers. We will continue to develop and train our staff and recruit from as broad a talent pool as we can to ensure we get the best staff possible for each and every role.

Accuracy Statement

I can confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Daryl Goldring
Managing Director

3rd January 2024