



Derwent fm
facilities management

Gender Pay Gap Report

Data as at 5 April 2021

Part of



Introduction

We are pleased to present our Gender Pay Gap as at April 2021. Derwent fm are part of the Places for People Group. Derwent fm is a leading operator in the facilities management industry with customer excellence and innovation at our heart, underpinned by our total compliance in all aspects of operation. We have an array of experience providing services in property management, soft and hard services, life cycle maintenance and conferencing.

We operate across a broad spectrum in different sectors and boast a wealth of experience in the student sector, promoting and providing first-class student accommodation.

Our Values

S

Support

Always there to help customers and colleagues.

P

Positive

A 'can do' attitude; encouraging others to achieve

I

Integrity

Always delivering on promises; being open and honest

R

Respect

Treating people fairly and with understanding

I

Innovative

Open to new ideas; not afraid of failure

T

Together

Believing more can be achieved by working well with others

These values have been developed with our colleagues and act as a guide to all of us, each and every day — they are captured in the word SPIRIT and have special resonance in this most unusual year.

Derwent fm's purpose is to create profit for social benefit. All our profit is re-invested to regenerate communities by supporting social housing and community initiatives.

We continue to aspire to achieve a representative balance of males and females working across all levels and functions. We are pleased to report that 'Fair Treatment' was one of our top scoring categories in the Great Places to Work survey in 2021. This reflects our commitment to not only attract talent but to ensure we do it in a way that is open, fair and benefits our aspiration.

Gender Pay Gap Reporting

UK companies with 250 or more employees have to report on their Gender Pay Gap each year. We support this requirement and see it as a positive step forward to ensuring greater transparency on gender pay differences in order to deliver pay equality.



What is the Gender Pay Gap?

The Gender Pay Gap is a measure of the difference between the average pay of males and females across the same organisation. It is not the same as equal pay, which relates to males and females being paid equally for equal work, or work of equal value.



Equal Pay has been a legal requirement for many years and a matter of principle that we are committed to. As we have done in all of our previous Gender Pay Gap reports to go along with our SPIRIT values and our desire to be measured by high standards of corporate governance, we continue to go above and beyond the basic requirements and report on our Gender Pay Gap across the whole group, as well as fulfilling our legal reporting requirements. We aim to be a truly inclusive place of work — one where everyone's development needs and aspirations are supported and anyone can succeed regardless of their gender. Our ideal is no gender pay gap across any of the reportable metrics.

There are several technical terms used in Gender Pay Gap reporting. We've tried to define these in the places where they appear. Calculations are performed in line with a prescribed methodology. This means that certain colleagues are excluded, and certain elements of remuneration are not counted in the calculation of pay. Gender Pay Gap reporting assumes a default position of males being paid more than females on average (as evidenced by almost all published pay data). When presenting the hourly and bonus pay gap percentages, a positive percentage gap means males are paid more than females, whereas a negative percentage gap means females are paid more than males.

The pandemic and its impact on the Gender Pay Gap

Although the Government suspended the requirement for organisations to publish their Gender Pay Gap figures at April 2020 due to the Coronavirus pandemic, we felt that it was important to continue to publish our Gender Pay Gap report in order to uphold our SPIRIT values. We therefore published our report as at April 2021 on schedule.



Derwent fm have continued to work throughout the pandemic, albeit it has come with many challenges, where specific risk assessments being implemented to keep our colleagues and communities safe. The pandemic has had an impact on our gender pay gap calculations, so we feel it is important to outline this impact.

We are pleased to say that no redundancies were made due to the pandemic, although we did need to furlough colleagues in some areas of the business which has impacted our gender pay gap results.

In 2020, Derwent fm were successful in winning 3 major contracts during the pandemic. All 3 contracts were significantly impacted with furlough.

Those colleagues that were on furlough at less than 100% of their typical pay as at the 5 April 2021 snapshot date, have been excluded from our hourly pay and pay quartile calculations.

We have done this because the Government's gender pay gap calculation rules state that anyone who is not receiving full pay for reasons of leave should not be included in the hourly pay gap and pay quartile calculations.

Including these individuals would have skewed the results. However, excluding them means that we have not gained a true reflection of our gender pay gap results.

Throughout the pandemic, we continued to maintain a strong operational service within our business.

We would like to thank all our colleagues who supported us to do this, who went over and above to provide services to our clients and customers.



Our Results

Our hourly pay gap

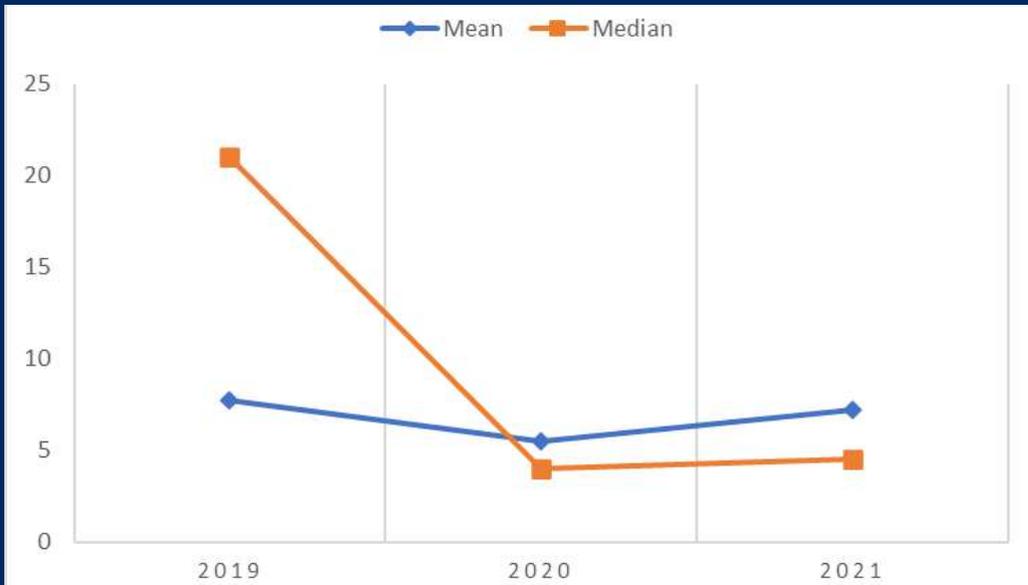
Our mean hourly pay gap is 7.2%.
Our median hourly pay gap is 4.5%.
Both figures have increased since the last report. Prior to the pandemic, we had seen a decline in our mean and median hourly gender pay gap.

Mean hourly pay gap

7.2%

Median hourly pay gap

4.5%



Our Bonus Gap

0.8% of males received a bonus and no females received a bonus. This made our mean bonus gap (100%) and our median bonus gap is (100%). During the pandemic, we made the decision to freeze bonus payments across the business due to the uncertainty. This excluded one contractual agreement to a colleague who was male which provided the gap within our bonuse results.

Mean bonus pay gap is the difference in average bonuses between male and female colleagues, calculated from those who received a bonus in the year.

Median bonus pay gap is calculated by ordering from lowest to highest, the bonuses for each male colleague who received a bonus and separately, the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Company Pay Quartiles

The overall proportion of colleagues in scope for the hourly pay quartile analysis in gender pay gap reporting as at April 2021 was 51.8% male / 48.2% female. Gender pay neutrality should broadly see these same proportions across all pay quartiles.

This year's figures show a reduction of females in the 'upper' paid quartile. This is due to an increased number of males recruited into higher paid roles primarily within senior leadership team.

We have seen a more balanced approach for upper middle quartile, we believe this may due to more females being recruited into middle management roles.



	2019		2020		2021	
	Male	Female	Male	Female	Male	Female
Upper (highes)	65.1%	34.9%	58.7%	41.3%	61.8%	38%
Upper middle	72.1%	27.9%	64.4%	35.6%	50.0%	50.0%
Lower middle	44.1%	55.9%	62.2%	37.8%	60.0%	40.0%
Lower (lowest)	32.5%	67.5%	34.8%	65.2%	35.7%	64.3%
Overall					51.8%	48.2%

How are we tackling our Gender Pay Gap?

Derwent fm are working to reduce the gender pay gap and widen our diversity at all levels of the company. We recognise the benefits this can bring to our business but also helping to reduce the stigma about facilities management being a male dominated industry.



We continue to focus on our Gender Pay Action Plan. This is key to our continual focus in reducing the gap but also to gain gender equality. This underpins our Diversity and Inclusion Strategy which focuses on all areas of diversity in more detail. Here are some of our actions within our Gender Action Plan:

- Introducing male allyship - this supports gender equality within the workplace.
- Review of parental pay - we are looking at ways to enhance this offer to our people.
- Recruitment strategy - ensuring we have a gender balance panel, where possible. In particular, in more male dominated roles.

In summary, we are pleased about our gender pay gap results and will continue to work hard to push forward with our Gender Action Plan.

Declaration

We confirm that Derwent Facilities Management Ltd's gender pay gap calculations are accurate and meet the requirements of the regulations.



Janice Boucher
Managing Director



Alex Greenwood
Head of People and Culture



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Places
for People

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