

Gender Pay Gap Report 2020

Introduction

Tates of Sussex Garden Centres are a family run group of garden centres. We are committed to offering fair pay to all our employees regardless of gender and our % gender pay gap measured by hourly rate is significantly better than the national average for both mean and median hourly pay.

Gender Pay Gap

At the time the data was taken, the company employed 411 people, of which 58.4% were female and 41.6% were male.

At the date the data was taken, we had one female Director on the Board.

The Mean Pay Gap is the difference between the average hourly rates of pay for women compared to the average hourly rates of pay for men.

The Median Pay Gap is the difference between the hourly rates at the mid-point for men and for women.

Difference between men and women		
	Mean	Median
Pay gap	9.4%	-0.04%
UK average*	14.6%	15.5%

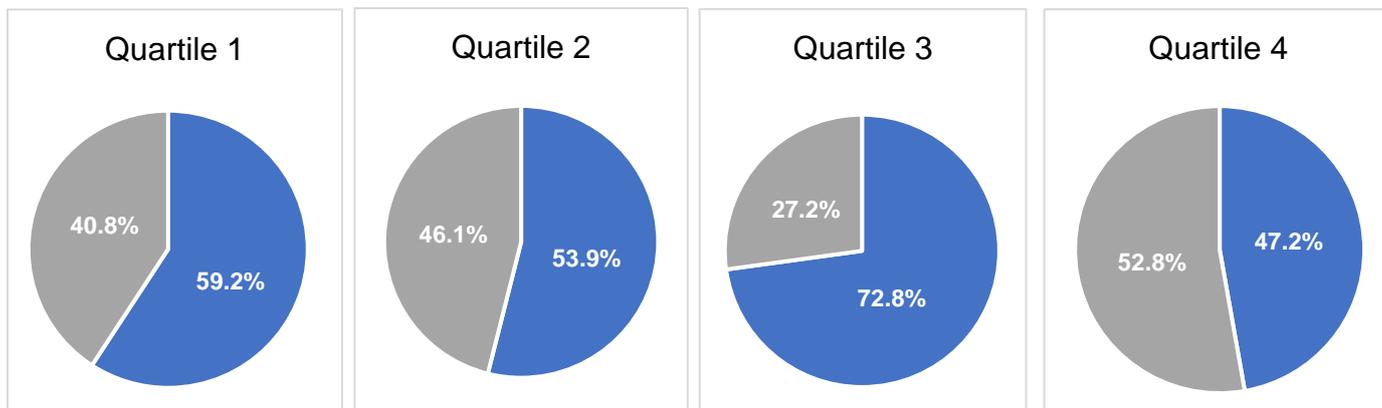
*based on figures from the office for national statistics 2020

Whilst these results are good, we know that the gap is driven by a higher proportion of men in management positions and as Directors, in the upper pay quartile, quartile 4.

It isn't simply about ensuring men and women are paid equally for the same role. There are other more complex factors at play such as working hours and the number of men and women in different roles across the business. The nature of our business means that we have many part-time roles which are often suited to those with caring responsibilities.

Pay by Quartiles

As part of the Gender Pay Gap reporting process, employers have been asked to split their workforce into four groups based on pay, to show the proportion of male and female employees in each quartile.



 **Women**  **Men**

Our results have shown that our gap is a result of having a greater proportion of our male workforce in management positions and as Directors in quartile 4.

Tates of Sussex Garden Centres Bonus Pay

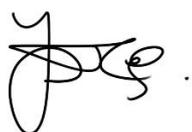
We pay people a fair salary or hourly rate for the work they do. Therefore, our bonus pot is only a very small percentage of our total salary bill. Last year, thirteen people received a bonus, of whom 3 were female and 10 were male.

Difference between men and women		
	Mean	Median
Bonus pay gap	17.0%	50.0%

The bonus gender pay gap identified is driven by a higher proportion of men in senior roles.

Closing the Gap

We will continue to provide all our employees access to the same opportunities for learning and development, career development and promotion, regardless of their gender. We recognise the need to attract and develop more women at senior levels of our business, to reduce our pay gap still further.



Jonathan Tate
 Managing Director
 Tates of Pyecombe Ltd
 9/6/2021