



# Gender, Ethnicity & Disability

**Pay Gap Report - April 2024**





# Introduction

The Growth Company (GC) is a social enterprise with a mission to enable growth, create jobs and improve lives. Our vision is for a society where economic growth and prosperity is inclusive, sustainable and leaves no person or community behind. Our commitment to Equality, Diversity, and Inclusion (EDI) is central to our values and operations, promoting fair treatment, valuing diversity, and removing barriers to equality.

## Actions and Achievements

Over the past year, we have made significant strides in improving equality and diversity. Some of the activities undertaken are detailed below:

- **Cultural Competence Training:** Mandated for all managers to better manage a diverse workforce.
- **Dignity at Work Campaign:** Reviewed our approach to ensure it remains effective in reassuring colleagues of our commitment to an inclusive workplace. We have introduced a campaign strapline 'belonging at GC, a safe and inclusive place to thrive' as well as a new web page on our colleague hub, where information and signposting to relevant support is available for all colleagues.
- **Dignity at Work Toolkits:** Developed to help colleagues and managers foster an inclusive environment.
- **EDI Strategy:** We are working to consolidate our commitments into a comprehensive strategy guiding our EDI initiatives.
- **Accreditations:** Reaccredited with Manchester Pride's All Equals Charter and awarded Silver Employer Recognition Scheme, which strengthens our status under the Armed Forces Covenant (MOD's Employer Recognition Scheme).
- **Mentoring Programme:** Phase one launched with a diverse cohort, aiming to encourage more applicants from diverse ethnic communities. We will continue to work collaboratively with the EDI Network chairs to encourage more applicants from diverse ethnic communities.
- **Collaboration:** Increased collaboration with partner organisations to share best practice.
- **Exit Survey:** Implemented a revised exit survey to gather qualitative data on reasons for leaving, focusing on pay and flexible working.
- **EDI Training Module:** Updated and launched the new module to all colleagues.
- **Diversity Profile:** We continue to improve our workforce diversity profile. Colleagues from Diverse Ethnic Communities represent 18% of GC (up from 12% in 2020); colleagues declaring a disability represent 16.8% of GC (up from 9.7% in 2020).
- **Awareness Campaigns:** Regular campaigns through speakers, events, and communications.

We acknowledge that closing the pay gap is an ongoing journey and GC remain committed to eliminating any existing pay gaps through continued growth in our EDI approach, cultivating and promoting a culture which is inclusive.

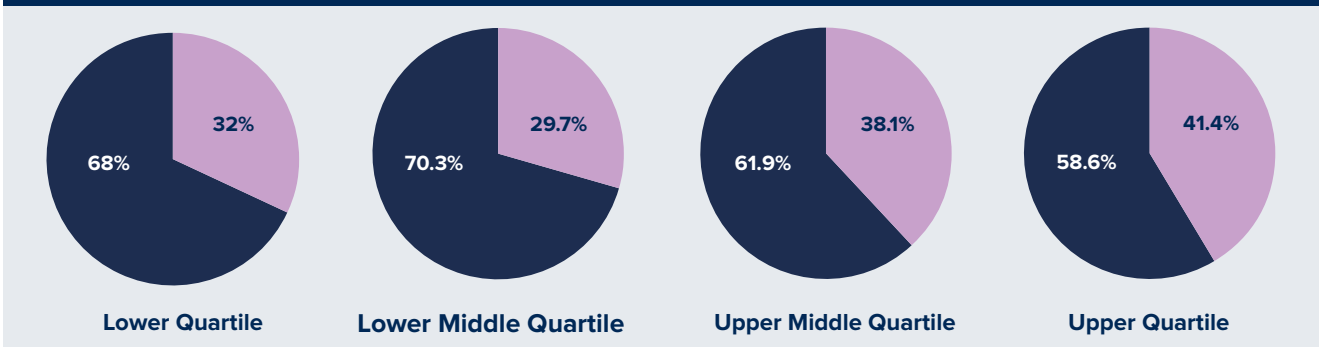
Each year, we report our pay gap transparently, including Gender, Ethnicity, and this year we have introduced Disability pay gap reporting. Recently, we identified errors in our calculations for the years 2022 and 2023. These errors were recalculated, and updated on the Gender Pay Reporting Service.

# Gender Pay Gap

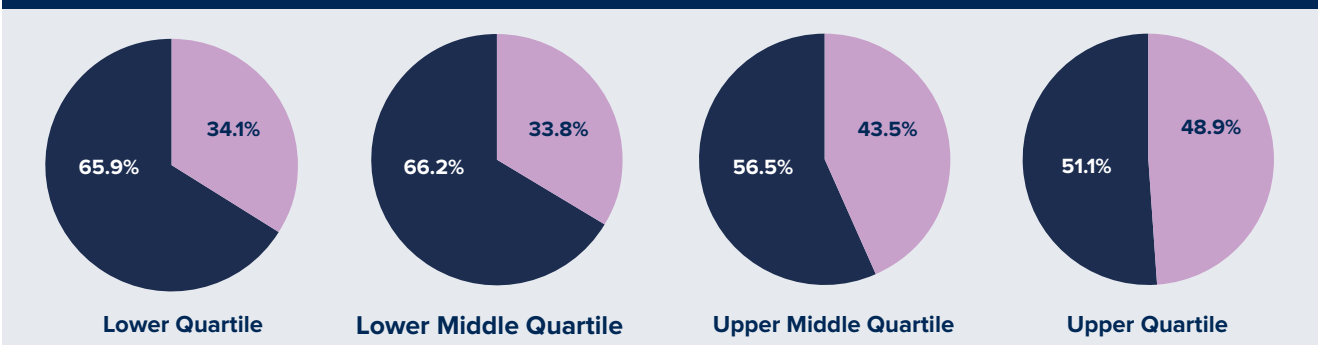
The data below, shows the gender mean and median pay gaps across pay and bonus, the percentage of men and women who received a bonus and the percentage of men and women within each of the four quartiles (lower, lower middle, upper middle and upper), for GC Education and Skills and GC Employment (Skills and Work Solutions Limited) and GC (Group as a whole).

Gender Pay	Median & Mean Pay		Median & Mean Bonus		Proportion receiving Bonus Payments	
	Median Pay %	Mean Pay %	Median Bonus %	Mean Bonus %	% of relevant men that received a bonus	% of relevant women that received a bonus
Skills & Work Solutions Limited	5.1%	3.7%	0.0%	4.4%	79.0%	78.0%
Group	10.7%	8.4%	0.0%	-1.2%	78.0%	78.0%

## Gender Quartiles - Skills & Work Solutions Limited



## Gender Quartiles - Group

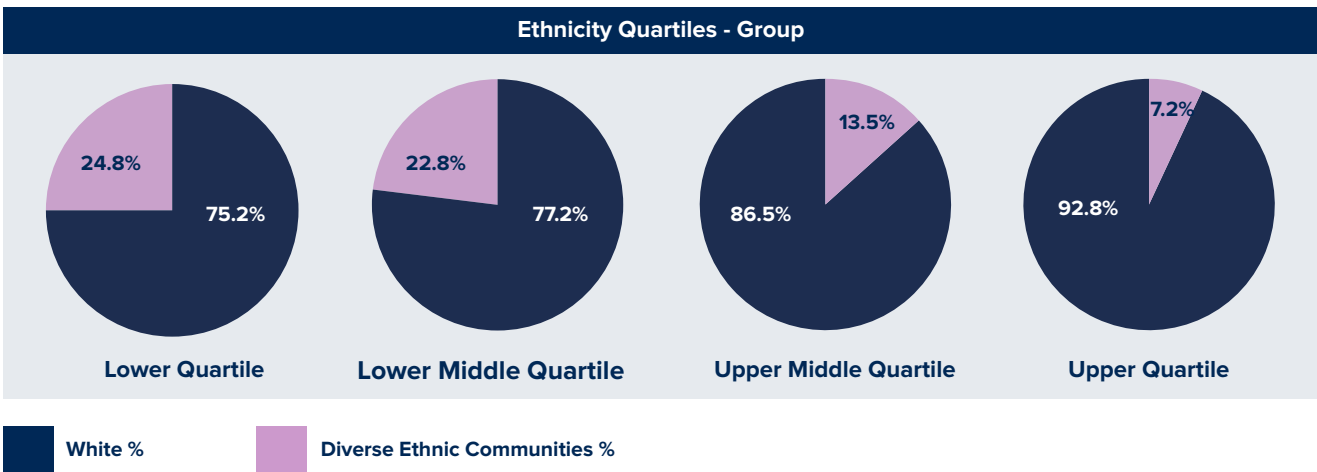


# Ethnicity Pay Gap



The data below shows the ethnicity mean and median pay gaps across pay and bonus, the percentage of white colleagues and colleagues from Diverse Ethnic Communities (DEC) who received a bonus and the percentage of white and DEC colleagues within each of the four quartiles (lower, lower middle, upper middle and upper), within GC (Group as a whole).

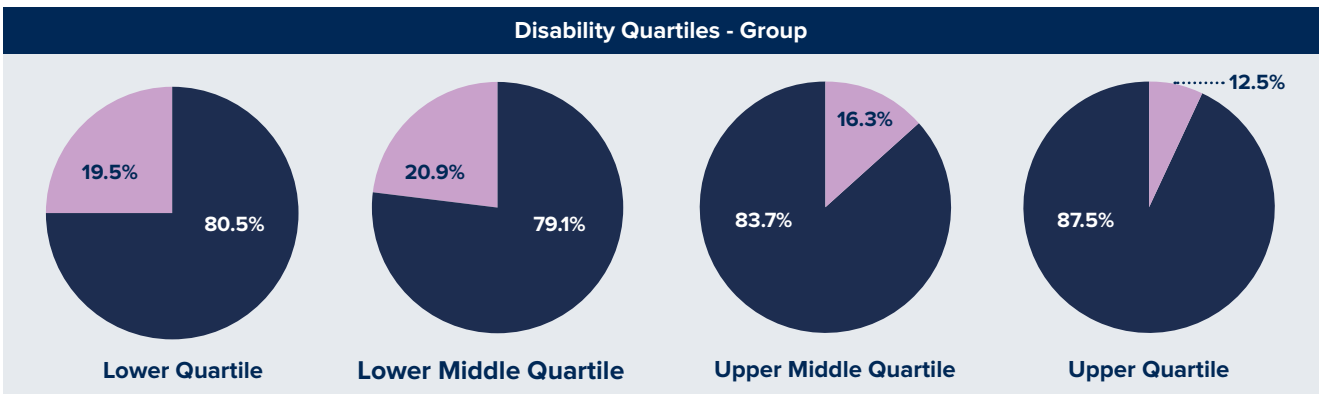
Ethnicity Pay	Median & Mean Pay		Median & Mean Bonus		Proportion receiving Bonus Payments	
	Median Pay %	Mean Pay %	Median Bonus %	Mean Bonus %	% of relevant White colleagues that received a bonus	% of relevant DEC colleagues that received a bonus
<b>Group</b>	10.6%	16.4%	0.0%	19.1%	81.0%	64.0%



# Disability Pay Gap

The data below shows the disability mean and median pay gaps across pay and bonus, the percentage of colleagues with and without a disability who received a bonus, and the percentage of colleagues with and without a disability within each of the four quartiles (lower, lower middle, upper middle and upper), within GC (Group as a whole).

Disability Pay	Median & Mean Pay		Median & Mean Bonus		Proportion receiving Bonus Payments	
	Median Pay %	Mean Pay %	Median Bonus %	Mean Bonus %	% of relevant colleagues with no disability that received a bonus	% of relevant colleagues with a disability that received a bonus
Group	4.8%	9.3%	0.0%	14.2%	77.9%	70.0%



# Continued action and commitment to improving the Gender, Ethnicity and Disability Pay Gap



GC remains committed to reducing pay gaps and sets out below its action plan to lessen the gap over the next 12 months:

- Continuing to raise awareness of EDI commitment through networks, campaigns, and guest speakers.
- Continuous improvement put forward by the parents and carers network representatives, with Senior Management Team's commitment to consider.
- Continuing our relationship with Working Families, engaging in benchmarking to improve family-friendly benefits.
- Expanding the mentoring program, with a view to increase engagement as it becomes more embedded.
- Developing Leadership Competencies for People Managers, and launch people strategies to identify emerging talent, focusing on EDI to support progression of women and colleagues from Diverse Ethnic Communities.
- Examining promotional process to identify any barriers for women, colleagues with a disability and diverse ethnic community colleagues.
- Identifying ways to recruit more women and colleagues from Diverse Ethnic Communities into management/senior roles.
- Reviewing training and development uptake by gender, ethnicity and disability to identify any imbalances.
- Analysing exit information to understand why women, colleagues from diverse ethnic communities and colleagues with a disability leave, and at which phase during their employee lifecycle. Revised exit interviews will capture necessary insights.

**I confirm that the information within this statement is accurate.**

**Signed**

Handwritten signature of Mark Hughes in blue ink.

**Mark Hughes**  
Chief Executive

