



# GENDER PAY GAP REPORT

April 2022



# Introduction - Gender Pay Gap April 2022



Both 2020 & 2021 were very challenging years during the height of the pandemic which saw many businesses furlough a large proportion of colleagues including Buzz, who placed 94% of all colleagues on furlough leave during this time. This years Gender Pay Gap report is the first true comparison since 2019 where all colleagues have been included.

In November 2021 we opened our new Support Centre, Buzz Hub, in Nottingham and changed our ways of working to support a trial of Hybrid ways of working for our support centre colleagues. We surveyed all colleagues prior to returning to the office following a long period of working from home, the majority of colleagues said following the pandemic they would prefer to have a split working week, spending some days working from home and some in the office to better utilise their time. We listened to what our colleagues had to say and put in place a trial for up to 18 months to test Hybrid working where colleagues can choose where they work between office and home. This will be reviewed towards the end of the trial period to understand if we should continue with a Hybrid working model.

As we recognise this has been a tough time for everyone, we also increased our pool of volunteer Mental Health Advocates following the pandemic and now provide extra confidential support for colleagues by having 40 Mental Health Advocates within the business, this team are trained and ready to support any of our teams should the need arise.

Whilst we have a higher proportion of female employees, we have more male employees in senior positions which impacts of our overall gender pay gap. We will continue to build on improving our results but know we will have another challenging year ahead as we try to rebuild our the business back to where we were pre-pandemic. Our 'Remarkable People' are what makes Buzz and we will continue to support them as we know they will Buzz.



**Dominic Mansour**  
**Chief Executive Officer**  
**Buzz Group Limited**

# Gender Pay Gap – Hourly Rates & Bonus Payments



## Hourly Pay Gap -

Each year we are required to report the difference paid to males and females in the organisation that shows the average pay for the workforce.

We employ 56% female and 44% male but 68% of the female workforce are part time compared to 43% male, driving the difference in the pay gap.

Mean Pay Gap shows Male colleagues paid 23.81% higher and an increase of 3.31% on 2019.

Median Pay Gap shows Male Colleagues paid 2.56% higher and an increase of 2.36% on 2019.



## Hourly pay gap

Difference in **Mean** hourly rate of pay  
**23.81%**

Difference in **Median** hourly rate of pay  
**2.56%**

(Male Colleagues paid 2.56% higher, increase of 2.36% on 2019)

## Bonus pay gap

**Bonus received**  
**88.9%**



Difference in **Mean** Bonus Payment  
**84.5%**

Difference in **Median** Bonus Payment  
**29.9%**

**Bonus received**  
**90.4%**



## Bonus Pay Gap -

With several incentive schemes now in place the majority of our colleagues receive a bonus payment. But, with a higher proportion of female colleagues working part time and therefore receiving bonus's pro-rated this impacts on the results.

Although the mean gap has increased since 2019 by 18% due to those in more senior positions being male and in full time positions, we have seen the median decreased by 1.9%.

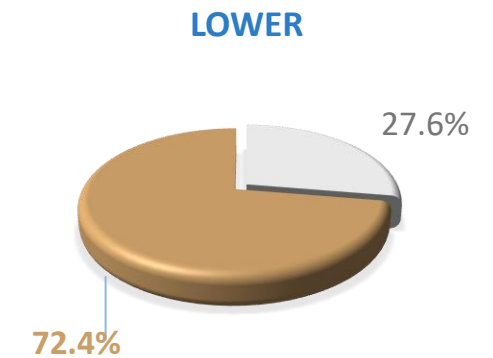
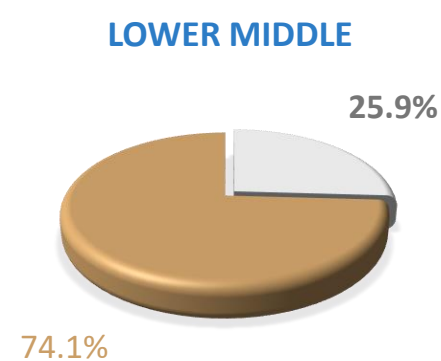
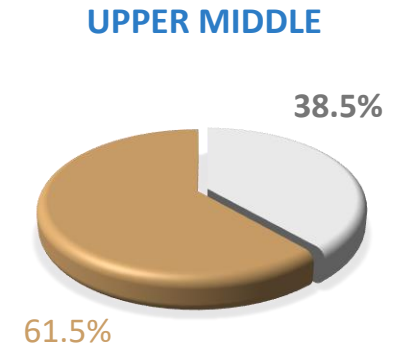
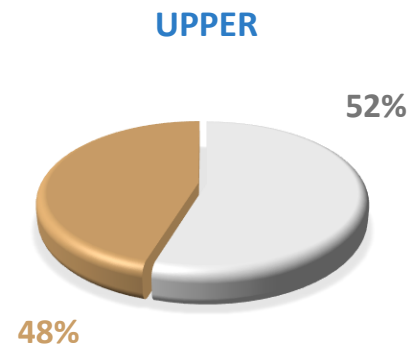
# Gender Pay Gap – Pay Quartiles



With a higher proportion of male colleagues in senior position roles within the business and a higher proportion of females in part-time roles this has a significant impact on the overall gender pay gap.

However, since 2019 we have decreased our percentage in the Upper quartile by 4% and Upper Middle quartile by 1%. Although we recognise this as a small change in the %, our commitment will be to continue and push to reduce the gap overall.

Pay Quartiles	Male	Number of Male employees	Female	Number of Female employees
Upper	52%	336	48%	310
Upper Middle	38.5%	249	61.5%	397
Lower Middle	25.9%	167	74.1%	479
Lower	27.6%	178	72.4%	468



Current apprenticeships:

Apprenticeship	Male	Female	Total
Customer Service Practitioner Level 2	0	3	3
Customer Service Specialist Level 3	0	2	2
Production Chef Level 2	0	1	1
<b>Totals</b>	<b>0</b>	<b>6</b>	<b>6</b>

Since starting our Apprenticeship 'Buzz Brights' programme, we have had some fantastic results which are shown on the Statistics with the overall achievements since the start of the programme in May 2017.

Since the pandemic our numbers have declined significantly but we are committed to improve on our Apprenticeship Programme.

As we move to online learning, and we are currently reviewing the effectiveness of this. We've launched a dedicated area on Zingo (Our internal communications platform) to support nominations and share information which has been well received by Colleagues so far. This dedicated area give's direct links to both our apprenticeship providers giving access to guides, videos and support for Colleagues in finding out more about the courses on offer.

We are looking forward to reviewing the programs, look at widening the choices on offer and most of all to celebrating more successes with our Colleagues over the next 12 months.



Remarkable  
People 

