

Gender Pay Gap Report 2018

Today, as a UK company with 250 or more employees, we are reporting our gender pay gap figures.

This year, Mitie Group plc is required to publish data on two legal entities (Mitie Ltd and Mitie Property Services Ltd). This contrasts with the 15 legal entities that we reported on in 2017. This is because since the last report, we have transferred almost all our employees to a single legal entity, Mitie Ltd.

As at 5 April 2018 (the snapshot date for this report), Mitie Group had a mean average gender pay gap of 13.8% (versus 16.0% the previous year) and a mean bonus gap of 47.3% (versus 71.0% the previous year). The mean pay gap for Mitie Ltd is 12.9%. Mitie Ltd. was not an employing entity in 2019 therefore no comparable previous year figure exists. It is important to note that since April 2018, we have made a number of organisational changes, including the disposal of our Social Housing and Pest Control businesses and the acquisition of VSG. As these organisational changes took place after 5 April 2018 they will only be reflected in next year's figures.

Whilst our mean average gender pay and bonus gap have both improved since April 2017, we still have work to do.

Mitie is currently two years into a three-year transformation programme. As part of that transformation, we have communicated our promise to our people: to create a place to work where our people can thrive and be their best every day. As part of that promise, and building on our developments in last year's Gender Pay Gap report, we have made a number significant changes designed to close our gender pay gap and to make Mitie a great place to work for all.

Reward

Reward has been a focus over the last 12 months. We have commenced a piece of work to grade all roles across Mitie, using Willis Towers Watson's global grading framework. This will ensure that all pay decisions are based on objective job criteria.

We have enhanced our maternity pay from statutory pay to 10 weeks' full pay plus a two-week returner bonus and we continue to fully support flexible working.

Data

The introduction of our new HR system, People Hub, in October 2018 has meant that for the first time, all of our people data is in one place. This enables us to have complete visibility of organisational hierarchies across the business, allowing us complete visibility of diversity hotspots, ensuring that our efforts are focussed at the right levels.

In April last year, we launched our first full employee engagement survey – Upload - hosted by Aon. This gave us some valuable qualitative data into what our people think about working at Mitie and gave us some clear areas for improvement. Our data showed us that, on average, our female employees were 3% more engaged than their male counterparts.

Inclusion

We know that gender is only one element of building an inclusive working culture. We have relaunched our four diversity networks focusing on LGBTQ+, disability, ethnicity and age. All of our diversity networks now have an Executive Sponsor, to concentrate on education and awareness. We have revised our Diversity & Inclusion strategy. In November 2018, we were honoured to be listed as number 17 on the Inclusive Top 50 UK Employers list - a definitive list of UK based organisations that promote inclusion across all protected characteristics throughout their organisation.

Across Mitie Group female employees account for c.38% of our workforce. Our board is now 50% female and our Group Leadership Team is 24% female.

This year, our CEO set a strategic objective to increase the number of women in science, technology, engineering and mathematics (STEM) roles at Mitie by 20%. To support this objective, we have joined the WISE campaign which enables and energises people in business to increase the participation, contribution and success of women in STEM. The partnership will help us to generate and share fresh insight and knowledge about the causes of and solutions to gender imbalance in STEM – from classroom to boardroom. It also cements our commitment to making Mitie a great place to work, demonstrating our value of ‘our diversity makes us stronger’.

To further support this objective, in FY19 we will be launching a new programme in our Engineering Services division to encourage and support our existing female engineers and encourage more young women into engineering roles at Mitie.

Recruitment

We are transforming Resourcing at Mitie, to create an industry leading talent and resourcing function to attract, recruit, develop and retain the very best people at all levels. We are committed to respecting and embracing talent and working to support a culture that is inclusive and reflective of our vision and values. To demonstrate this commitment, we continue to be signatories of Working Forward and Working Mums.

Our new recruitment technology allows us to address critical resourcing challenges in new and imaginative ways. Through the creation of a new ‘Talent Hub’ using data science and technology, we can build talent pools in critical areas where we always need to hire, ensuring targeted attraction identifies, engages and builds talent ahead of demand. Utilising sophisticated analytics, we can determine the most effective sourcing channels to support our business and widen our access and reach into new candidate pools.

In parallel we will continue our strategy of building sustainable relationships with third-parties that put Mitie front of mind amongst diverse candidate pools, including candidate pools such as women, BAME, student, disabled, ex-armed services and ex-offenders.

We are also building and enabling a ‘One Mitie’ referrals channel, ensuring we access and engage wider communities across the whole business.

While our mean gender pay gap has improved it continues to be a priority for us. We are making progress but we still have a way to go on our transformational journey.

This report covers employees of Mitie Limited and Mitie Property Solutions Limited, the two employing entities within the Mitie group that meet the reporting criteria. As Director of HR I can confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jo Davis
Group HR Director
Mitie Group plc

Mitie Group				
	Median		Mean	
	2018	2017	2018	2017
Pay Gap	6.1%	0.0%	13.8%	16.0%
Bonus Gap	65.5%	77.4%	47.3%	71.0%
	Men		Women	
	2018	2017	2018	2017
% of employees receiving bonus	11%	12%	6%	10%
No. of employees in each pay quartile	Men		Women	
	2018	2017	2018	2017
Upper	76%	75%	24%	25%
Upper Middle	61%	66%	39%	34%
Lower Middle	60%	58%	40%	43%
Lower	49%	45%	51%	55%

Mitie Ltd				
	Median		Mean	
	2018	2017	2018	2017
Pay Gap	5.0%	-	12.9%	-
Bonus Gap	65.0%	-	48.9%	-
	Men		Women	
	2018	2017	2018	2017
% of employees receiving bonus	9%	-	6%	-
No. of employees in each pay quartile	Men		Women	
	2018	2017	2018	2017
Upper	73%	-	27%	-
Upper Middle	61%	-	39%	-
Lower Middle	59%	-	41%	-
Lower	48%	-	52%	-

	MPS			
	Median		Mean	
	2018	2017	2018	2017
Pay Gap	5.1%	17.1%	6.9%	18.1%
Bonus Gap	11.0%	73.9%	17.3%	53.9%
	Men		Women	
	2018	2017	2018	2017
	% of employees receiving bonus	27%	49%	7%
No. of employees in each pay quartile	Men		Women	
	2018	2017	2018	2017
	Upper	86%	89%	14%
Upper Middle	85%	88%	15%	12%
Lower Middle	95%	85%	5%	15%
Lower	71%	69%	29%	31%