



URBANBUBBLE

# GENDER PAY GAP REPORT 2022

This report presents urbanbubble's 2021-2022 salary data and details our commitments to ensure gender equality across the business.

MARCH 2023

# INTRODUCTION

Any UK company employing more than 250 employees are required to publish their gender pay gap data.

This is urbanbubble's second year of reporting. Gender pay shows the difference in average pay between all men and women in the company and our results are detailed in this report.

**The number of men and women employees in each pay quartile**

**Mean and median gender pay gaps for total ordinary pay**

**Mean and median gender pay gaps for bonus**

**Proportion of men and women employees in receipt of a bonus payment**



## Relevant employees

All urbanbubble employees who were employed by us on 5<sup>th</sup> April 2022.



## Relevant full pay employees

All urbanbubble employees who were paid their usual full pay on the snapshot date (i.e. did not receive a one-off, or were on unpaid leave).



## Snapshot date

Gender pay gap calculations are based on figures from a set date every year, which is **5<sup>th</sup> April**.



**Claire Howard**  
HR & OD Director,  
urbanbubble

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At urbanbubble we welcome the spotlight gender pay reporting brings.

This principle is close to our heart and we support everyone to reach their full potential, to thrive, regardless of any personal characteristics.

urbanbubble has performed well in gender pay, showing a good balance. We maintain this through:

- Inclusive approach to our recruitment and talent management
- Having a clear grading and pay band structure, with fairness and consistency at its core
- Setting standards for all through Our Code and relevant training
- Promoting flexible working and enhanced family friendly policies

In 2023-24 we plan to work more closely with local communities and diverse groups to give great access and opportunities to all, in line with our ESG agenda.

**Inclusivity and celebrating diversity is the urbanbubbleway.**

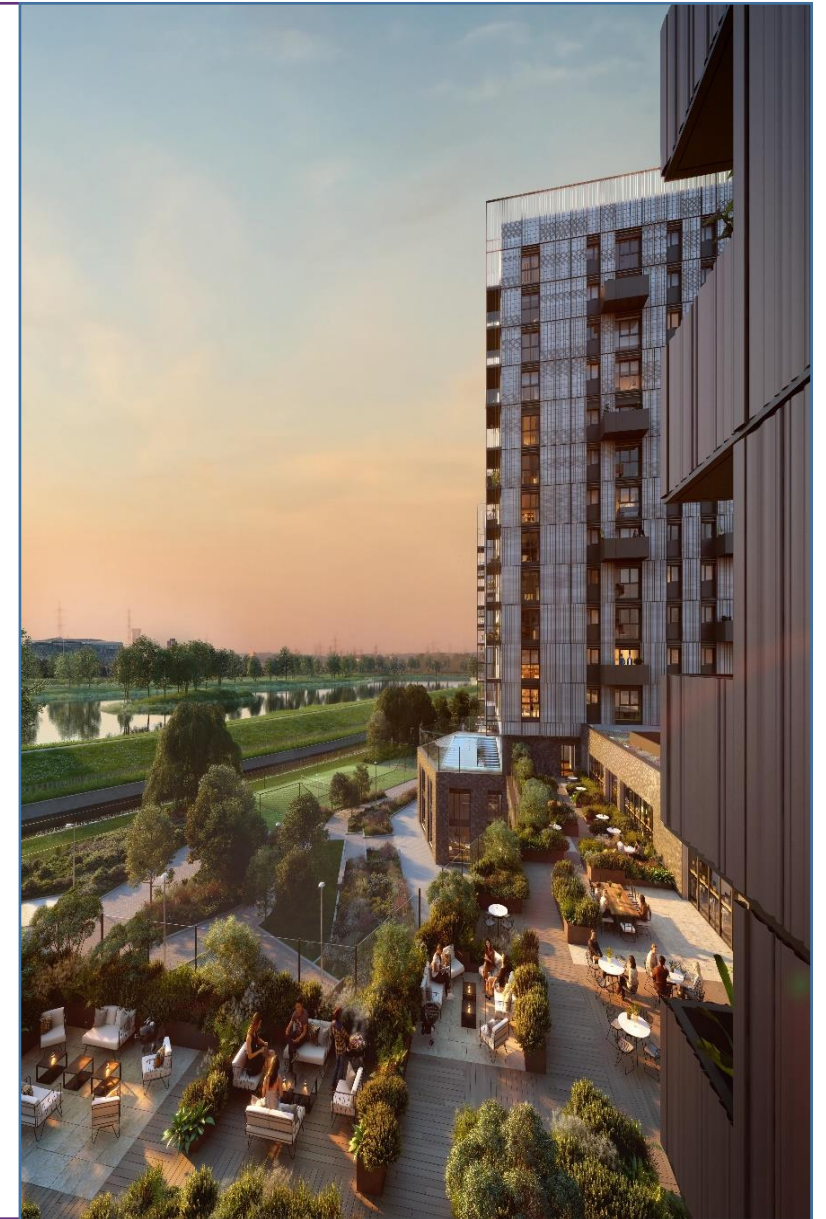
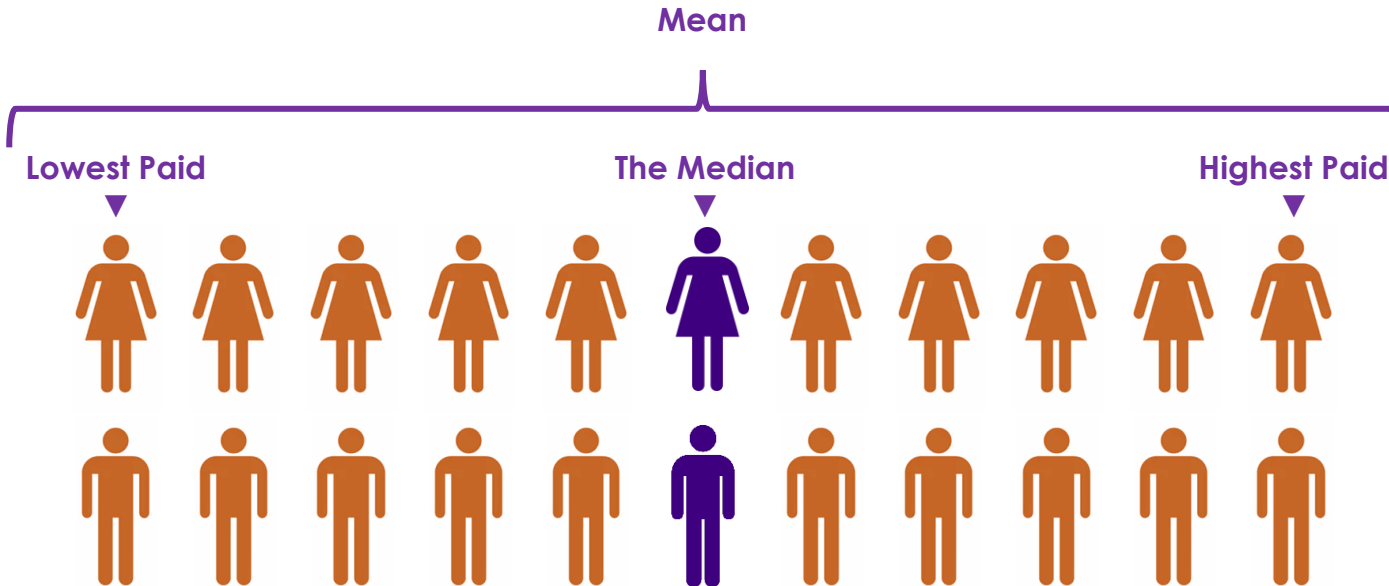
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# DEFINITION

## How is the gender pay gap calculated?

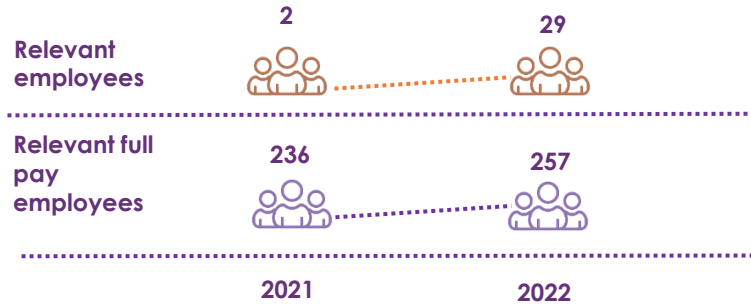
**Median Pay:** the mid-point between the highest earner and the lowest earner. The median pay gap therefore compares the difference between the pay of the middle female and the middle male.

**Mean, or average, pay:** the sum of all person's salaries, divided by the number of people in the workforce, split by male and female. The mean pay gap therefore compares the average male earner, and the average female earner.



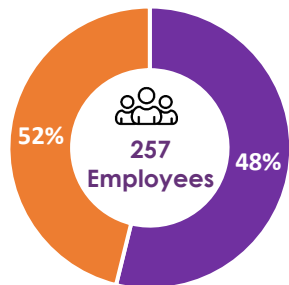
# RESULTS

## Headcount: Men and women employees



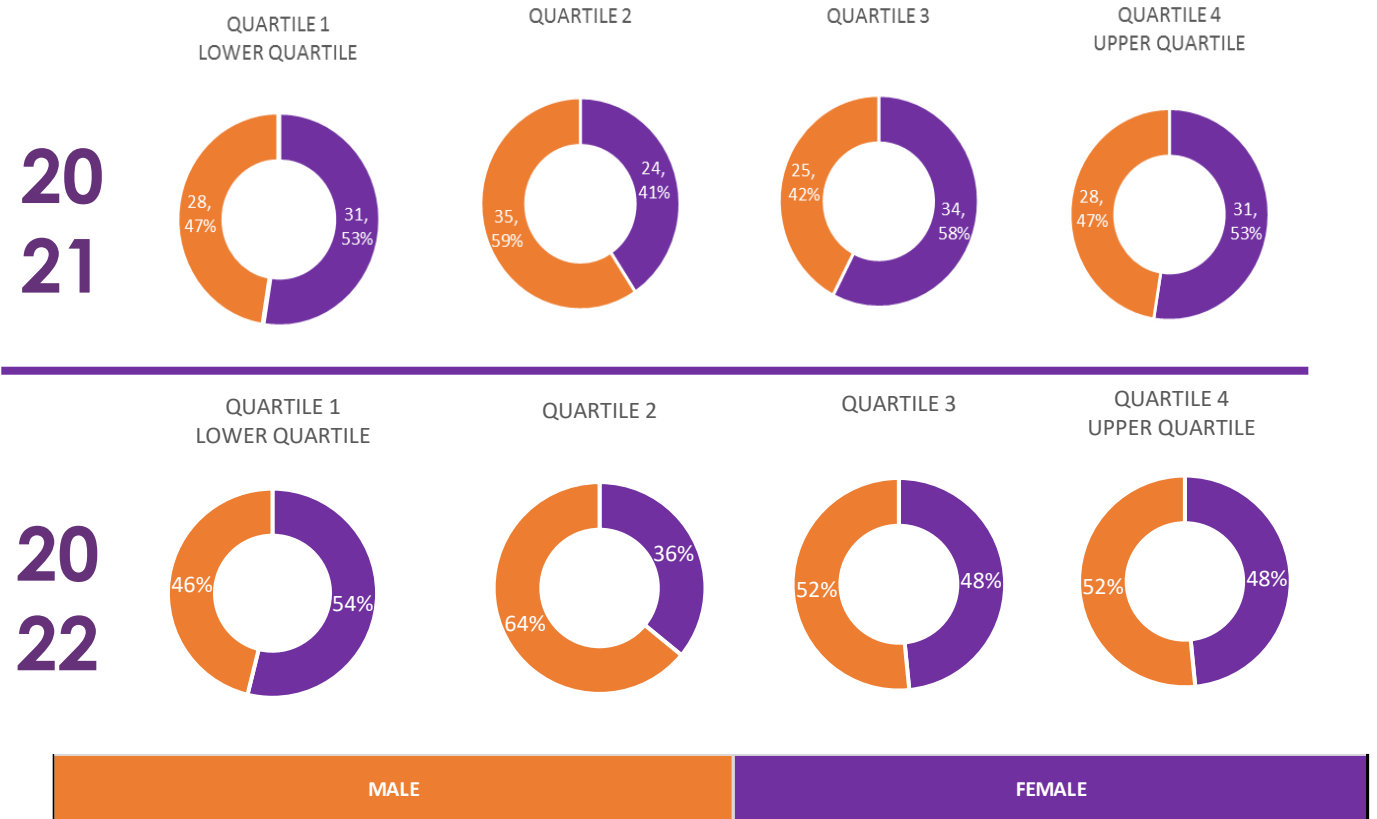
There has been a small increase in relevant full pay employees and a significant increase in our relevant employees compared to 2021. This is demonstrated in our pay quartiles.

## Relevant full pay employees



The proportion of women in urbanbubble is 48%, which has decreased by 1% compared to 2021.

## Men and women in each pay quartile



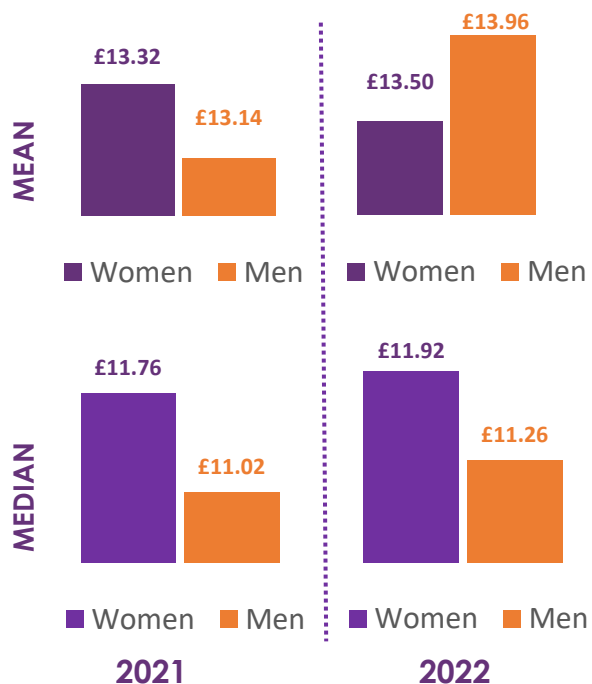
When comparing the pay quartiles, there has been a decrease in % of women in the upper quartiles (3 & 4) since 2021, 10% less in quartile 3 and 5 % less in quartile 4.

There has also been an decrease of women in quartile 2 by 5%.

However in the lower quartile, the % of women has by increased since 2021 by 1%.

# RESULTS

## Hourly Pay Gaps



When comparing mean hourly pay, men earn 46p more than women, this has increased since 2021 where women's mean pay was higher.

The median hourly pay gap for both men and women has increased since 2021, women's median hourly pay remains higher than men's.

OUR 2022 MEDIAN (MIDDLE)  
GENDER PAY GAP IS

**-5.9%**

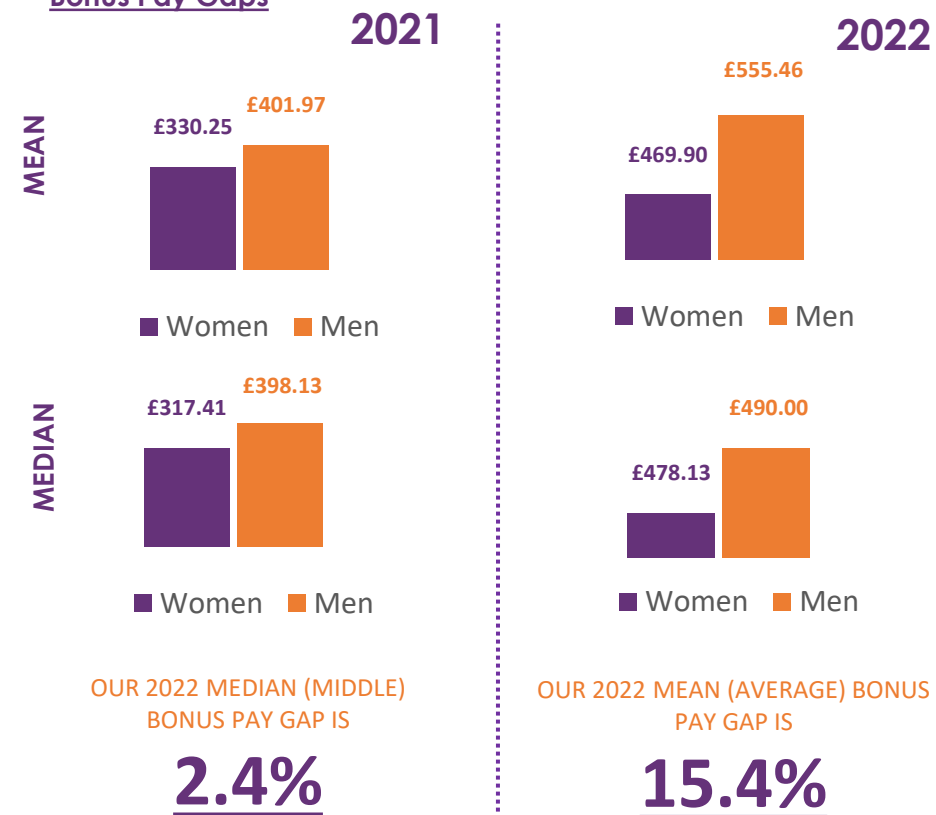
OUR 2022 MEAN (AVERAGE) GENDER  
PAY GAP IS

**3.3%**

Women earn £1.06 for every £1 that men earn when comparing median (middle) hourly pay.

When comparing the mean (average) hourly pay, women's mean hourly pay is 3.3% lower than men's.

## Bonus Pay Gaps



OUR 2022 MEDIAN (MIDDLE)  
BONUS PAY GAP IS

**2.4%**

Women earn 98p for every £1 that men earn when comparing median (middle) bonus pay.

OUR 2022 MEAN (AVERAGE) BONUS  
PAY GAP IS

**15.4%**

Women earn around 85p for every £1 that men earn when comparing mean (average) bonus pay.

# The future

## What are our next steps?

Commentary on our future plans and goals.

- Reviewing our policies to ensure they are family friendly and continue to meet the needs of our urbanbubble family.
- We will be working with an external salary benchmarking company to evaluate all salaries for each role across the business. This market and UK comparison will allow us to ensure fair and equal pay based on roles and levels for both genders.
- For our senior roles we have implemented a more inclusive and accessible psychometric assessment tool to reduce potential bias from our interview process.

## Our Values

