



Gender Pay Gap | March 2022

Reporting statement



A CORNWALL
COUNCIL COMPANY

www.corservltd.co.uk



Everyone should have equal opportunities to learn, progress and follow their chosen path no matter what their gender, age, race, sexuality or background. Equal opportunities for everyone is something very important to us at the Corserv Group – and reducing the Gender Pay Gap is just one small part of that.

Within the Corserv Group, we operate in a wide range of industries and offer a number of services, which each present their own challenges. I appreciate that some of the industries we work in have a strong gender bias, but that doesn't mean we shouldn't be striving to change this. We want to recruit and retain the best people to work with the Corserv Group and support,

empower and train them to their highest potential.

The two years of the Covid pandemic affected everyone, but taught us a lot about flexible and remote working - allowing us to recruit in areas which may not have been possible before. Since the pandemic, we have opened new avenues to diversify our workforce and bring in talent from an increased variety of industries, backgrounds and experience levels.

Within our workforce, we are also investing in more ways to develop and grow individuals, so they can progress and achieve. We are consistently investing in employee training and development, apprenticeship and graduate programmes and we continue to pay the Foundation Living Wage as an investment in our people.

We will continue to work closely with the Council and key business partners, to explore more ways to enhance our diverse workforce and reduce the Gender Pay Gap. I am proud of the dedicated and highly skilled workforce that make up the Corserv Group and am committed to making sure they have the best opportunities available to them, ultimately delivering our services at the highest level to improve the lives of people in Cornwall.

A handwritten signature in black ink that reads "C Robinson". The signature is stylized with a long, horizontal flourish underneath the name.

Cath Robinson,
Corserv Group Managing Director

Our Equality Statement

As a Group we continue to work closely with our colleagues in Senior Leadership, Recruitment, Human Resources and Learning and Development to ensure that we demonstrate not only an awareness of the importance of Equality, Diversity and Inclusion in promoting fairness and opportunity but also that we strive to improving the quality of life for local communities, supporting its workforce and help to eliminate discrimination and deliver best practice day to day.

Our aim is to empower our teams to make positive decisions about people's abilities and deliver a fair and consistent process. Although we face some unique challenges in this area, we have a dedicated team looking to innovate our approach and continue the great work we have started by sharing good practice and work towards further developing our equality, diversity and inclusion outcomes.

Anne-Marie Young, Group Head of Corporate Social Responsibility, Health & Wellness

Who are we?

The Corserv Group is a diverse group of businesses, owned by Cornwall Council and established to improve the lives of people in Cornwall by generating growth and opportunity.

We deliver high-quality services across all our businesses that provide infrastructure, engineering, housing, social care, facilities management, inward investment, transport and other essential services to Cornwall and beyond.

Our companies are Cormac, Cornwall Airport Newquay, Cornwall Housing and Cornwall Development Company. In addition to Highways, Environment and Civil Engineering, Cormac delivers Facilities Management, Fleet Services and Community Care Services.

The businesses are all brought together with shared business support functions by Corserv Limited.

Across the Corserv Group there are different challenges regarding equality and inclusion due to services being so diverse. Corserv has a strategic Equality and Diversity Steering Group with representation from each of the Group of companies to ensure equality, diversity and inclusion practices are consistent across the workforce. Their aim is to ensure that there are clear lines of accountability, ownership and consistency.

Gender Pay Gap: background

Corserv and each company within the Group are trading businesses of Cornwall Council and therefore adhere to the Public Sector Equality Duty as well as publishing Gender Pay Gap information. The Gender Pay Gap identifies differences in pay between the female and male workforce.

What do we report on?

An employer must publish six calculations showing;

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

The figures

The overall Gender Pay Gap is defined as the difference between the median or mean (average) basic annual earnings of men and women as a percentage of the median or mean basic annual earnings of men.

Quartile pay band data

The quartile pay band data show the proportions of male and females whose full pay sits within the lower, lower middle, upper middle and upper quartile pay bands.

Our strategic themes

SERVICE EXCELLENCE



CLIMATE
CHANGE AND
SUSTAINABILITY



OUR
THEMES

COLLABORATION
AND INNOVATION



PEOPLE



The Gender Pay Gap calculation

Median pay men

Midpoint of pay between
the lowest paid male
employee and the highest

= Median pay men

Median pay woman

Midpoint of pay between
the lowest paid female
employee and the highest

= Median pay women

Median pay men

-

Median pay women

Median pay men

x 100



CORSERV

Summary data: background

The Corserv Group is a diverse group of businesses, owned by Cornwall Council and established to improve the lives of people in Cornwall by generating growth and opportunity. It delivers a wide range of services to Cornwall, including:

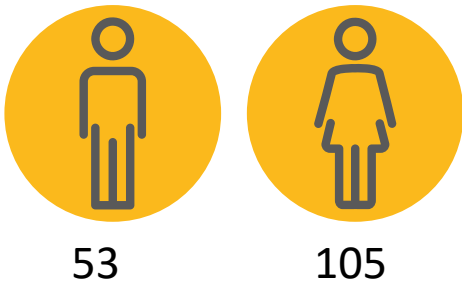
- highways and civil engineering;
- environmental projects;
- social housing and private lettings;
- adult social care;
- building management services;
- economic development; and
- transport.

The companies within the Corserv Group are:

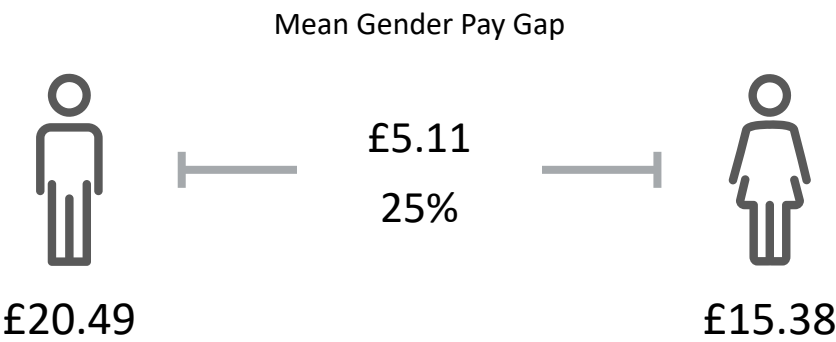
- Cormac
- Cornwall Airport Newquay
- Cornwall Development Company
- Cornwall Housing

Corserv Limited is the parent company of the Group and provides support services to the companies within it. The support services that are managed by the central Corserv executive team include: HR, finance, procurement, IT business systems, marketing communications, customer services, health, safety, environment and quality (HSEQ), company secretarial and legal.

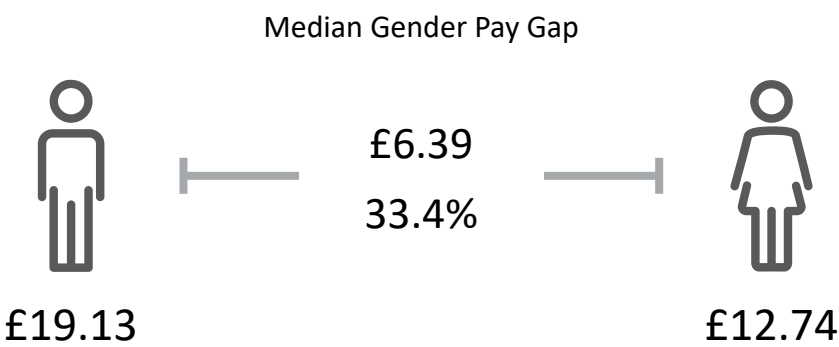
Summary data and Gender Pay Gap calculations across the whole of Corserv



Corserv has a total of 158 employees across the workforce. From the previous reporting period, Corserv has had a decrease of 3 males and 5 females.



In this reporting period, Corserv has an overall gap of 25% or £5.11 for male and female employees. In comparison to the previous reporting period, Corserv has seen a slight decrease in the mean Gender Pay Gap, from 27% to 25% (2%) This is due to there being a £0.78 increase in the female mean hourly rate from £14.60 to £15.38 compared to a £0.48 increase in the male mean hourly rate from £20.01 to £20.49.



There has been a 0.51% increase in the Corserv median Gender Pay Gap since the last reporting period with £1.89 increase in the male median hourly rate and a £1.17 increase in the female median hourly rate. In comparison to the previous year, the median Gender Pay Gap has increased from a gap of £5.67 or 32.89% last year to a gap of £6.39 or 33.4% this year.

Bonus Pay Gap 2022

% of male and female employees receiving a bonus

Male	Female
7.55%	7.62%

Mean and median Bonus Pay Gap

Mean	Median
84%	84%

Bonus pay is calculated to include any rewards relating to productivity, incentives, commission payments and performance related pay awards, which are allocated according to individuals meeting performance targets.

Corserv has a 84% mean gender pay gap using bonus pay. This means that on average women at Corserv are paid 84% less in bonus pay than men. Corserv has an 84% median bonus gender pay gap. This means that when using the median, women at Corserv receive 84% less bonus pay than men.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	21	18	54%	46%
Q3. Upper middle	14	25	36%	64%
Q2. Lower middle	10	30	25%	75%
Q1. Lower	8	32	20%	80%

Quartile pay band data 2021

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	21	17	55%	45%
Q3. Upper middle	13	26	33%	67%
Q2. Lower middle	8	31	21%	79%
Q1. Lower	10	28	26%	74%

Analysis

In this reporting period quartile 4 continues to show a fairly even representation across males and females compared to all the other quartiles. For Q1, 2 and 3 there is a clear segregation of more females than males in all quartiles. This shows that there is work to be carried out to support the closing of the gender pay gap in all these three quartiles.

Conclusion

There continues to be heavily gendered industry sectors with occupational segregation within the support function of the business, with a high number of females taking up the positions in areas such as IT, finance, HR and admin.

However, we continue to promote career paths for both male and females and ensure fair selection processes to enable representation at all levels of the organisation.



CORMAC

Summary data: background

Cormac employs 1,387 skilled individuals across a variety of different services. Employees work across a number of sites with work spread across hundreds of different locations in Cornwall.

Facilities Management

We provide a range of hard and soft Facilities Management services to Cornwall Council and a wide range of external customers.

Our property maintenance service provides reactive maintenance, planned maintenance and statutory compliance across fabric, mechanical and electrical trades. We also deliver capital projects including commercial refurbishments, extensions and new builds.

Our cleaning service is Cornwall's largest cleaning company delivering all aspects of commercial cleaning. Our premises coordination service helps our customers ensure their buildings are compliant and well managed offering a full facilities management service.

Highways, Environment and Civil Engineering

Cormac manages and maintains approximately 7500km of Cornwall's highways as well as providing environmental asset management, maintenance, design and construction services to public and private sector clients.

We deliver integrated maintenance services with local focus to build community relationships and to plan, design and build key public infrastructure to enable economic growth and development.

Our services include:

- Integrated maintenance solutions for highway and environmental assets
- Technical consultancy specialising in transport planning, geotechnical services and infrastructure design
- Integrated turn-key infrastructure solutions for environmental assets, highways, transportation and public infrastructure
- Highway surface treatments and renewals including technical specifications, material production and construction

Community Care Services

Community Care Services continue to play a vital role in improving the lives of people in Cornwall. We help people maximise their independence and enable them to remain living in their own homes.

Our Community Care Services comprises two different services, which in 2021/2022 provided quality care to more than 2,800 people in their own homes.

STEPS (Short-Term Enablement and Planning Service) provide support to adults of all ages who are returning from hospital and who need extra support to enable them to continue life in their own homes. In 2021/2022, the STEPS team made over 70,000 visits to over 2,200 people.

Corcare provides a domiciliary care service to a range of adults with assessed social care needs when no other external provider can provide this care. In 2021/2022, the Corcare team completed over 80,000 visits to over 600 people in their own homes.

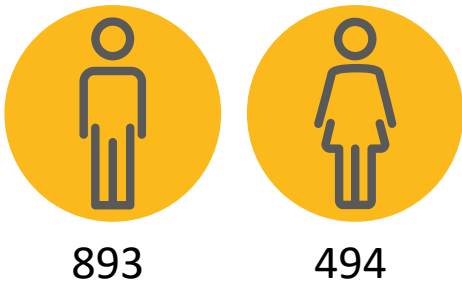
The Care Services also provide specialist dementia care services at Trefula House Nursing Home in St. Day, Redruth. A team of about 40 staff support the 28 residents who live at Trefula with every aspect of their daily lives, aiming to help each resident achieve the best quality of life possible.

Cormac Contracting

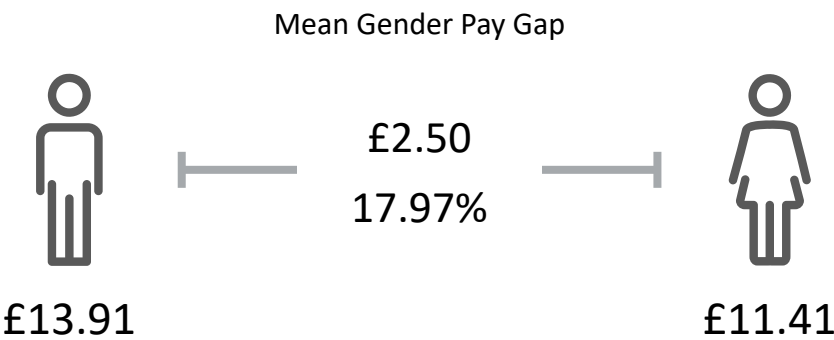
The purpose of Cormac Contracting is to generate revenues by winning work in a competitive environment, partnering with other public or private sector companies to deliver cost effective and sustainable solutions to complex engineering challenges.

Cormac also delivers training services and supports graduates, trainees and apprentices.

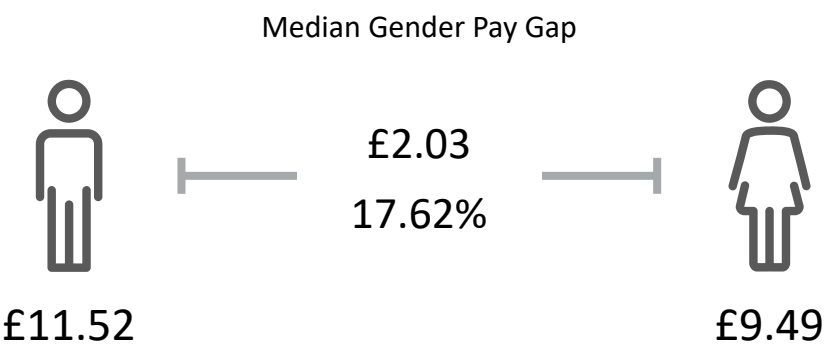
Summary data and Gender Pay Gap calculations across the whole of Cormac



Cormac has a total of 1,387 employees across the workforce. From the previous reporting period Cormac has had a decrease of 21 men and a decrease of 105 women resulting in an overall decrease of 126 employees across the workforce.



In this reporting period, Cormac has an overall gap of 17.97% or £2.50 for male and female employees. In comparison to the previous reporting period, Cormac has seen a slight decrease in the mean Gender Pay Gap, by 0.33% from 18.3% to 17.97%.



There has been a 0.36% increase in the Cormac median Gender Pay Gap since the last reporting period with £0.28 increase in the male median hourly rate and a £0.19 increase in the female median hourly rate. In comparison to the previous year the median Gender Pay Gap has increased from a gap of of £1.94 or 17.26% last year to a gap of £2.03 or 17.62% this year.

Bonus Pay Gap 2022

% of male and female employees receiving a bonus

Male	Female
3.81%	32.79%

Mean and median Bonus Pay Gap

Mean	Median
31%	31%

Bonus pay is calculated to include any rewards relating to productivity, incentives, commission payments and performance related pay awards, which are allocated according to individuals meeting performance targets.

Cormac has a 31% mean gender pay gap using bonus pay. This means that on average women at Cormac are paid 31% less in bonus pay than men. Cormac has a 31% median bonus gender pay gap. This means that when using the median, women at Cormac receive 31% less bonus pay than men.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	288	58	83%	17%
Q3. Upper middle	270	76	78%	22%
Q2. Lower middle	213	135	61%	39%
Q1. Lower	122	225	35%	65%

Quartile pay band data 2021

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	309	70	82%	18%
Q3. Upper middle	295	83	78%	22%
Q2. Lower middle	252	126	67%	33%
Q1. Lower	58	320	15%	85%

Analysis

In comparison to the previous reporting period, only quartiles 3 and 4 continue to remain static compared to quartile 1 and 2. There has been a significant shift in Q1 with an increase of 64 males and decrease of 95 females. In Q2 there has been a decrease of 39 males and increase of 9 females. It is recognised that there is further work to do in particular quartiles.

Conclusion

The Group continues to pay the foundation living wage and we recognise that these are heavily gendered industry sectors within roles such as operatives, skilled labour and engineering or similar and with occupational segregation nationally and this profile is replicated within the Group. This would also indicate why less females are in the upper quartiles, with less females in business overall.

However, we continue to promote career paths for females and ensure fair selection processes to enable representation at all levels of the organisation.



CORNWALL HOUSING

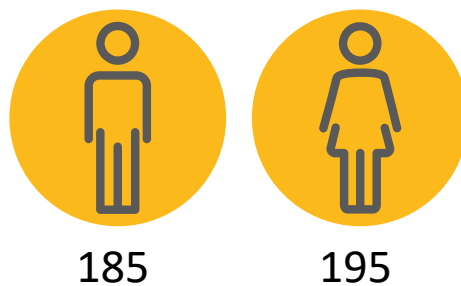
Summary data: background

As well as managing over 10,000 properties, Cornwall Housing develops new social housing, provides supported housing, cares for people who need additional housing-related support, provides accommodation to people who are sleeping rough or homeless, and manages Gypsy and Traveller sites.

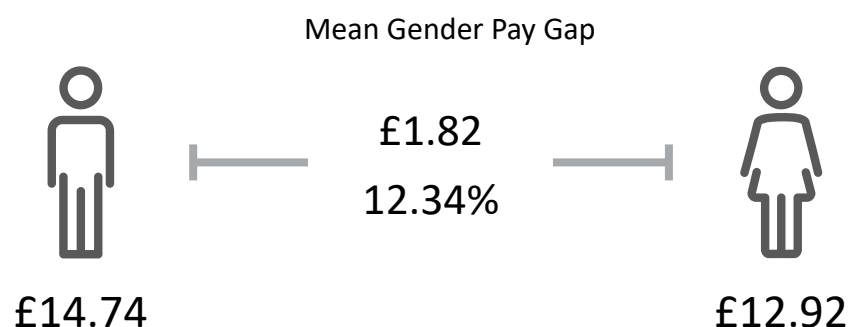
Cornwall Housing manages and maintains over 10,000 Cornwall Council-owned homes, as well as:

- looking after 399 leaseholders
- managing garages and shops
- managing land in neighbourhoods with council-owned housing
- delivering the Homechoice and Housing Options and advice service on behalf of Cornwall Council
- supporting 10, 500 homes for social rent across the county.

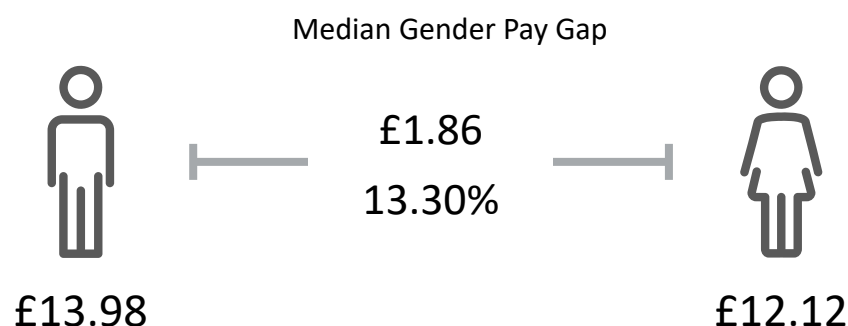
Summary data and Gender Pay Gap calculations across the whole of Cornwall Housing



Cornwall Housing has a total of 380 employees across the workforce. From the previous reporting period Cornwall Housing had a decrease of 19 males and 1 female, resulting in an overall decrease of 20 employees across the workforce.



In this reporting period, Cornwall Housing has an overall gap of 12.34% or £1.82 for male and female employees. In comparison to the previous reporting period, Cornwall Housing has seen an increase in the mean Gender Pay Gap by 3.84 % from 8.5% to 12.34%.



There has been an 8.47% increase in the Cornwall Housing median Gender Pay Gap since the last reporting period with a £1.55 increase in the male median hourly rate and a £0.29 increase in the female median hourly rate. In comparison to the previous year the median Gender Pay Gap has increased from a gap of £0.60 or 4.83% last year to a gap of £1.86 or 13.30% this year.

Bonus Pay Gap 2022

% of male and female employees receiving a bonus

Male	Female
0.00%	0.51%

Mean and median Bonus Pay Gap

Mean	Median
1%	1%

Bonus pay is calculated to include any rewards relating to productivity, incentives, commission payments and performance related pay awards, which are allocated according to individuals meeting performance targets.

Cornwall Housing has a 1% mean gender pay gap using bonus pay. This means that on average women at Cornwall Housing are paid 1% less in bonus pay than men. Cornwall Housing has a 1% median bonus gender pay gap. This means that when using the median, women at Cornwall Housing receive 1% less bonus pay than men.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	66	29	69%	31%
Q3. Upper middle	59	36	62%	38%
Q2. Lower middle	32	63	34%	66%
Q1. Lower	28	67	29%	71%

Quartile pay band data 2021

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	65	35	65%	35%
Q3. Upper middle	53	47	53%	47%
Q2. Lower middle	42	58	42%	58%
Q1. Lower	44	56	44%	56%

Analysis

In comparison to the previous reporting period only quartiles 4 continues to remain static in comparison to quartile 1, 2 and 3. There has been a significant shift in all of these quartiles. Q1 has a decrease of 16 males and increase of 11 females. Q2 has a decrease of 10 males and increase of 5 females. Q3 has an increase of 6 males and decrease of 11 females.

This has resulted in a widening of the Gender Pay Gap due to the increase of males and decrease of females in Q3 and the increase of females and decrease of males in both Q1 and 2.

Conclusion

Cornwall Housing promote all roles and opportunities within the company in an open and inclusive environment and individuals with the correct skill set are encouraged to apply. However we are aware that that within the lower quartiles the majority of administrative roles undertaken are by females and that within the upper quartiles (particularly upper middle), men undertake the skilled and technical labour roles.

Cornwall Housing continues to promote equality and inclusion across service delivery, ensuring that tenants are included in the decision-making process where appropriate and that there is a transparent and open culture around reducing any inequalities.



JoblineStaffing

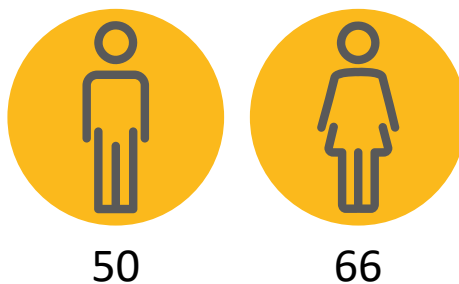
Summary data: background

Jobline Staffing and TalentTide are the commercial recruitment brands which are part of the Corserv Group. They operate as talent specialists providing both temporary and permanent workers to private sector organisations, the public sector and the Corserv group of companies.

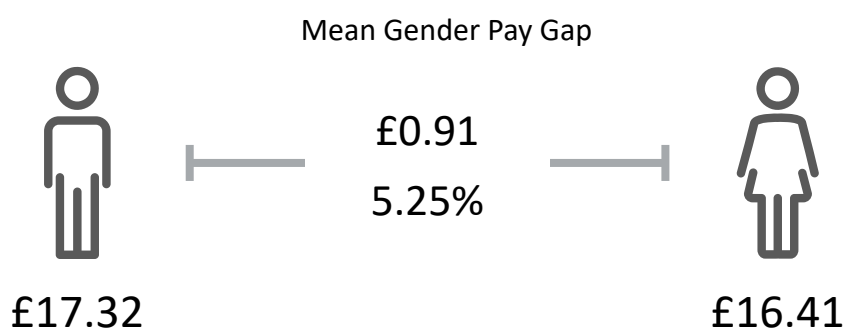
The company provides:

- Over 120 temporary workers across a range of sectors - Finance, Technology, Digital Marketing & Media, highways, housing, interpretation, and Interim
- Permanent hires nationally and in Cornwall
- Interpreter and translation services covering over 30 languages
- Outsourced master vendor solutions
- Established commercial networks and access to a national data base of candidates

Summary data and Gender Pay Gap calculations across the whole of Jobline Staffing

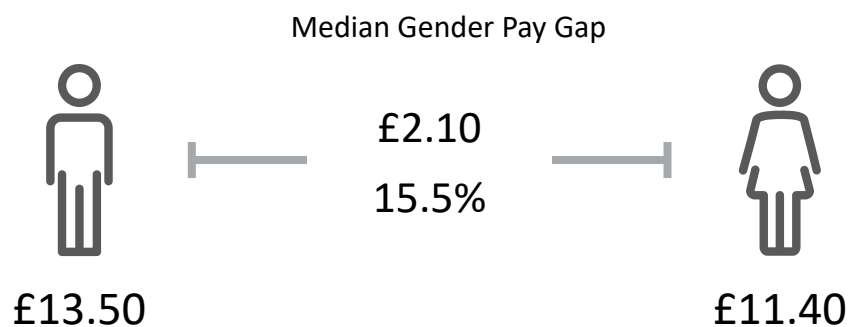


Jobline Staffing has a total of 111 employees across the workforce. There has been a decrease of 30 males and 39 females from 84 to 80 resulting in an overall decrease of 69 across the workforce since the last reporting period.



In comparison to the previous year, the mean pay gap has increased from 4.61% or £0.83 to 5.25% or £0.91, slightly widening the Gender Pay Gap.

There has been a £0.70 decrease in the male mean hourly rate from £18.02 to £17.32 and a £0.78 decrease in the female mean hourly rate from £17.19 to £16.41.



There has been a decrease of the male median from £14.18 to £13.50 and a decrease for female median from £11.84 to £11.40. Overall, this decreases the average Gender Pay Gap slightly since the last reporting period from £2.34 or 16.5% to £2.10 or 15.5%.

Bonus Pay Gap 2022

There were no bonus payments paid in this reporting period.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	13	16	45%	55%
Q3. Upper middle	24	5	83%	17%
Q2. Lower middle	8	21	28%	72%
Q1. Lower	5	24	17%	83%

Quartile pay band data 2021

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	15	31	32.61%	67.39%
Q3. Upper middle	34	12	73.91%	26.09%
Q2. Lower middle	23	24	48.94%	51.06%
Q1. Lower	8	38	17.39%	82.61%

Analysis

Since the last reporting period quartile 1 has remained static in comparison to the other quartiles. Q2 has seen a significant decrease in males, Q3 has seen a significant decrease in both male and female and Q4 a significant increase in females, this widening the Gender Pay Gap in all these three quartiles.

The higher number of female workers within the lower quartile represents an increase in technical support staff, cleaners and care staff. The flexibility of these roles means that they are predominantly occupied by female workers, looking to work flexibly around family/child care commitments.

Conclusion

Market forces dictate the pay rate for Jobline & TalentTide employees. Working closely with clients, rates offered are ensured to be fair, and the candidates and CVs provided are based on the level of skills and qualifications required, regardless of gender.

The data shows a higher proportion of female workers earning a higher hourly rate. Again, this reflects the company's client base, specifically for the interpreter service. Male and female interpreters are available, but the flexible/part-time nature of the assignments results in a higher proportion of female applicants. The disparity in pay reflects the availability of female workers with the required skills and qualifications within this sector. The company works collaboratively with its clients to ensure services are equally accessible and to ensure that its recruitment and employment practices and procedures actively promote equality of opportunity.

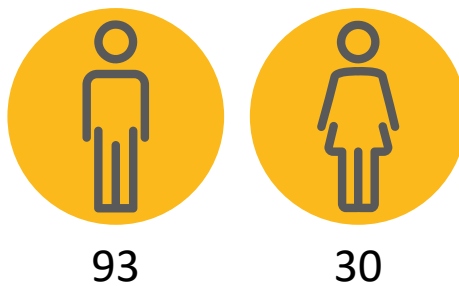


Summary data: background

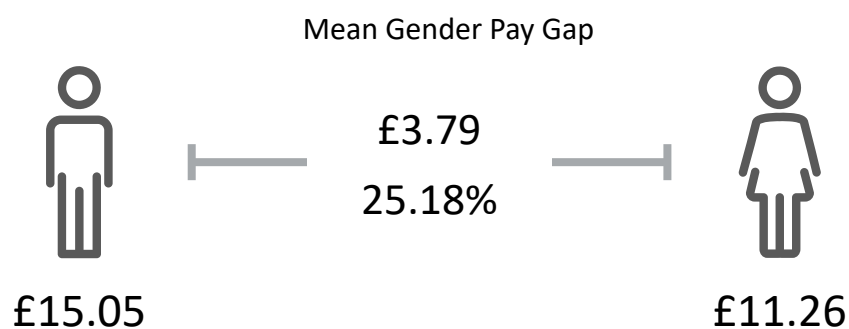
Keeping Cornwall connected, Cornwall Airport Newquay is a vital transport infrastructure asset for the region. The fastest growing airport in the UK, the airport provides access to and from key business and leisure markets and is home to vital rescue and critical care flight services such as Coastguard Search & Rescue and Air Ambulance operations.

Cornwall Airport helps local residents fly to global destinations and brings visitors from far and wide to enjoy our county. The main purpose of the Airport is to drive economic benefit to Cornwall.

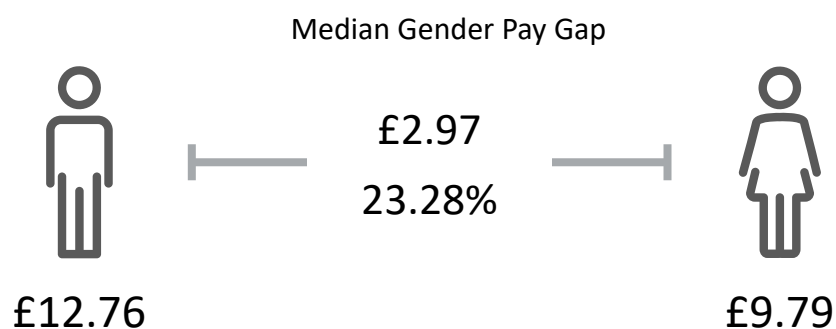
Summary data and Gender Pay Gap calculations across the whole of Cornwall Airport Newquay



Cornwall Airport has a total of 123 employees across the workforce.



In this reporting period, Cornwall Airport has an overall gap of 25.18% or £3.79 for male and female employees.



In this reporting period, Cornwall Airport has an overall gap of 23.28% or £2.97 for male and female employees.

Bonus Pay Gap 2022

% of male and female employees receiving a bonus

Male	Female
4.30%	6.67%

Mean and median Bonus Pay Gap

Mean	Median
57%	57%

Bonus pay is calculated to include any rewards relating to productivity, incentives, commission payments and performance related pay awards, which are allocated according to individuals meeting performance targets.

Cornwall Airport Newquay has a 57% mean gender pay gap using bonus pay. This means that on average women at Cornwall Airport Newquay are paid 57% less in bonus pay than men. Cornwall Airport Newquay has a 57% median bonus gender pay gap. This means that when using the median, women at Cornwall Airport Newquay receive 57% less bonus pay than men.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	27	4	87%	13%
Q3. Upper middle	28	3	90%	10%
Q2. Lower middle	22	9	71%	29%
Q1. Lower	16	14	53%	47%

Analysis

In this reporting period quartile 1 shows a fairly even representation across males and females compared to all the other quartiles. For Q1, 2 and 3 there is a clear segregation of more males than females in all quartiles. This shows that there is work to be carried out to support the closing of the gender pay gap in all these three quartiles.

Conclusion

We recognise that in some areas there are heavily gendered industry sectors within roles such as security, air traffic and the fire service. However, on the lower quartile there is a good split across genders for roles such as customer service, retail, admin and support .

This shows that there is work to be carried out to support the closing of the gender pay gap in all these remaining three quartiles.



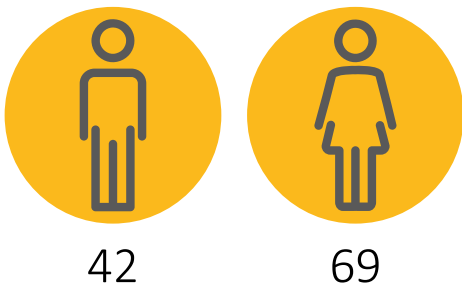
Summary data: background

Cornwall Development Company delivers a comprehensive project portfolio designed to increase the economic prosperity of Cornwall and the Isles of Scilly (CioS).

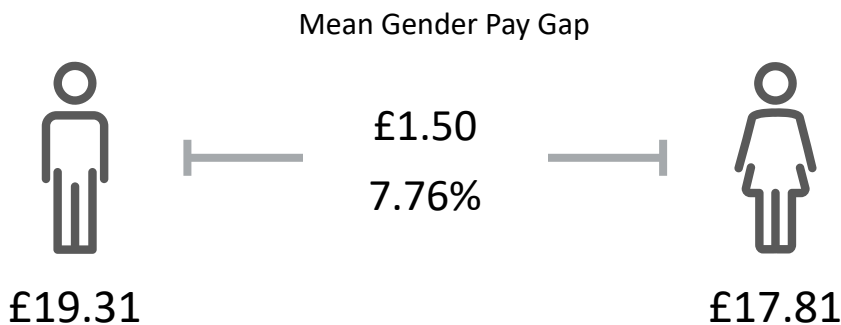
The portfolio includes business support through the Growth and Skills Hubs, Research Development and Innovation and capital grant funding schemes, inward investment and export trade development, and infrastructure development. Along with employment support and advice for the most underprivileged in our society.

Cornwall Development Company has a total of 111 employees. However, it is included in the gender pay report because, as part of its structure, there is a commercial recruitment agency, Jobline Staffing that brings Cornwall Development Company within the scope of gender pay reporting. Jobline Staffing data is shown separately.

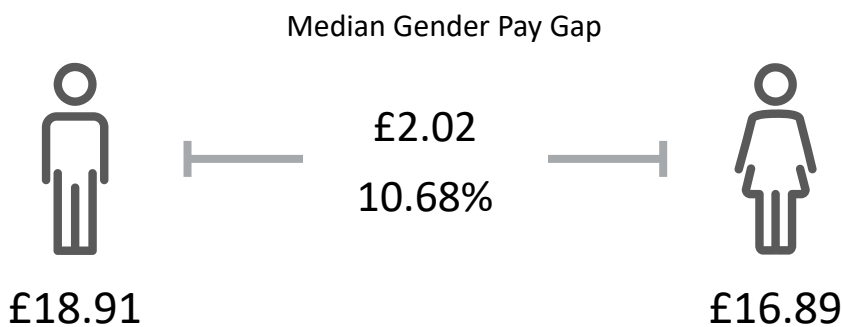
Summary data and Gender Pay Gap calculations across the whole of Cornwall Development Company



Cornwall Development Company has a total of 111 employees across the workforce. From the previous reporting period Cornwall Development Company has had an increase of 4 males and increase of 3 females, resulting in an overall increase of 7 employees across the workforce.



In this reporting period, Cornwall Development Company has an overall gap of 7.76% or £1.50 for male and female employees. In comparison to the previous reporting year, Cornwall Development Company has seen a decrease in the mean Gender Pay by the mean pay by 12.24% from 20.0% to 7.76%. Female average has seen an increase of £0.79 from £17.02 to £17.81 with males decreasing by £1.96 from £21.27 to £19.31.



There has been a £0.78 increase in the Cornwall Development Company median Gender Pay Gap since the last reporting period with a £1.89 increase in the male median hourly rate and a £0.25 increase in the female median hourly rate. In comparison to the previous year, the median Gender Pay Gap has had increased from a gap of £1.24 or 6.94% last year to a gap of £2.02 or 10.68% this year.

Bonus Pay Gap 2022

There were no bonus payments paid in this reporting period.

Quartile pay band data 2022

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	14	13	52%	48%
Q3. Upper middle	9	19	32%	68%
Q2. Lower middle	7	21	25%	75%
Q1. Lower	12	16	43%	57%

Quartile pay band data 2021

Quartile	Number		Percentage	
	Male	Female	Male	Female
Q4. Upper	14	12	54%	46%
Q3. Upper middle	7	19	27%	73%
Q2. Lower middle	9	17	35%	65%
Q1. Lower	8	18	31%	69%

Analysis

Since the last reporting period quartile 4 has remained static in comparison to the other quartiles. Q1 has seen an increase in males and decrease in females. Q2 has an increase in both male and female with Q3 seeing a slight increase in males. This has resulted in a slight increase in closing the Gender Pay Gap for quartiles 1 and 3 and widening for quartile 2.

Conclusion

Many of the roles across Cornwall Development Company are projects and programmes that are European Union funded and time-limited across a range of administrative and specialist disciplines accounting for some of the variances across quartiles.

Evaluation

The Corserv Group is fully committed to equality, fairness and creating inclusive working environments. Going forward we will continue to increase our activity in the community promoting our opportunities and work closely with our Learning and Development team to support development opportunities for our existing teams and new employees.

The Group Recruitment team have a continued commitment to regularly reviewing our recruitment processes to ensure our roles are accessible to a wide range of candidates and support best practice recruitment. We are the first point of call for all permanent and fixed term vacancies and are now overseeing our short-term resourcing requirements to ensure we can commit the same best practice approach. It is vital that we evolve with the changing job market and occupational landscape to be able to attract the right candidates and to ensure we are offering our teams the very best opportunities. They are dedicated to providing a fair and transparent process to ensure opportunities promote development and careers within the Group. Where possible, we strive to offer flexible working to enable people to fit work with their home life and other responsibilities. We continue to work closely with our managers to look more broadly at our career and benefit offering as we navigate the current market challenges.

Our Learning and Development team continue to innovate our approach to development within the business including expanding our offering to apprentices and graduates and delivering our own in-house apprenticeship programmes. We recognise the importance of giving people opportunities to grow within our business and strive to make these available to our wider teams by delivering bespoke development programmes to aid skills development and career progression.

Our internal HR system in place allows for an improved workforce gender profiling to be recorded and reported.

The Corserv Equality and Diversity Steering Group continue to meet quarterly. The group has been established as a mechanism for the Corserv Group to meet and share best practice approaches, information and to flag any potential issues across service delivery.