



Gender Pay Gap Report

5 April 2021

redcentric

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1. Introduction

Redcentric is an equal opportunities employer, and our aim is to ensure we provide an environment where individuals of all backgrounds are supported to succeed and progress.

It is important to note that gender pay is different to equal pay, which looks at salaries for roles the same or similar responsibilities. Gender pay is a much broader measure, which looks at the difference between the average earnings of men and women across the organisation at a snapshot in time, regardless of the roles they undertake.

We continue to face into diversity challenges within the overall technology sector and remain committed to ensuring we find ways to address the gender imbalance within our organisation.

2. Redcentric pay and bonus

Gender pay gap

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at the snapshot date (5 April 2021).

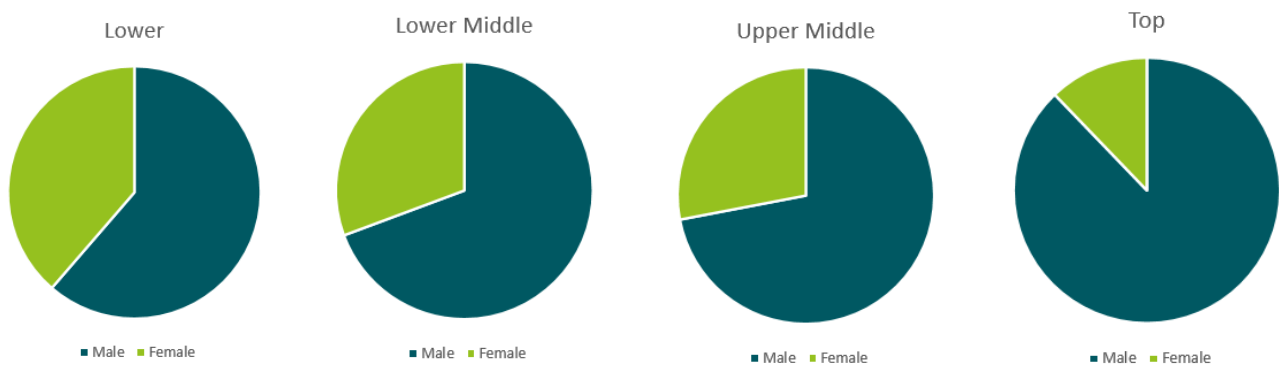
Mean and median gender pay gap in the year to 5 th April 2021		
	mean	median
Gender pay gap	21%	18%

We are pleased to be able to highlight that we have made positive steps forward as the gender pay gap has significantly reduced over the last 12 months. Like many organisations within our industry, we still have a gender pay gap with a mean difference of 21% and a median of 18%. This however presents a positive improvement since the previous snapshot date, with a 3% decrease in the mean difference (24%) and a significant 11% decrease in the median (29%).

As with most organisations in our industry, the main driver for our pay gap is the lower proportion of females, particularly in senior, more highly remunerated roles. This is something we have made positive steps forward in the past 12 months, since the snapshot date of 5 April, and remain committed to focusing on moving forwards.

Our pay quartiles

The charts below outline the proportion of males and females in each pay quartile – each quartile containing 75 colleagues.



The largest proportion of females is still in the lower quartile, and the lowest proportion of females is in the highest quartile. Having said that, again we have seen another increase in the percentage of females within our organisation overall, increasing by 2.66% as we continue to focus on building female representation in the company for the future.

Gender pay gap within each pay quartile in the year to 5th April 2021

	lower	lower middle	upper middle	Upper
	-5%	1%	1%	-5%

We are pleased to be able to demonstrate that we have made positive steps forward as the gender pay gap within our lower middle and upper middle quartiles has reduced slightly over the last 12 months, by 2% and 1% respectively. Within the lower and upper quartiles, the gender pay gap has remained similar.

However, 63.5% of females are in the lowest two pay quartiles of our business, which has negatively impacted our overall gender pay gap in 2021. We acknowledge that representation needs to improve and that the leadership team support a continued focus on attracting and retaining female talent, as well as supporting existing colleagues, through the quartiles and into more senior positions.

Gender bonus gap

We operate a number of bonus and commission schemes to recognise and reward individual, team and business performance. The overall difference in bonus paid to male and female colleagues was 73% (mean) and 24% (median).

Mean and median bonus gender pay gap in the year to 5th April 2021

	mean	median
Bonus pay gap	73%	24%

48% of male colleagues and 29% of female colleagues received a bonus in the 12 months to 5th April 2020, again reflective of roles undertaken and gender split at more senior levels of the organisation, which has influenced the mean bonus gender pay gap. The median bonus gender pay gap reflects the fact a lower number of females received proportionately larger bonus payments – again, due to the nature of roles undertaken.

3. The figures: their meaning, our commitment

The figures demonstrate that there remains more for us to do to ensure we bring a better gender balance to our organisation. We have delivered and will continue to deliver a number of key initiatives to reach our goal of a more gender balanced workforce.

Our initiatives for addressing this balance are focused on actions to address the proportion of female and male employees – particularly within key technical functions, as well as more broadly across the business.

In addition to addressing barriers to female participation within technology, we are continuing to commit to increasing female leadership within Redcentric. This means focusing on helping our existing female leaders move through the leadership levels of our organisation, as well as ensuring we focus on identifying and developing leaders of the future.

In FY20/21, we have made a number of female promotions to more senior roles across the organisation and since the snapshot date of 5th April 2021, a female Non-executive Director has been appointed.

4. Actions to deliver our commitment

Inclusive Recruitment

Despite the challenges faced during the COVID-19 pandemic in respect of recruitment, talent acquisition continues to be an invested area of the business and we continue to focus on activities to attract more diverse candidates. We continue to operate a gender balanced interview panel and work with our recruitment partners to identify barriers in our recruitment process.

In 2022, we will be launching a Recruitment Training programme which will equip hiring managers with the skills and resources to build and engage inclusive teams. To support fairer selection, we will be firmly embedding our company values into the selection process, in order to promote and support inclusive behaviours. By allowing current and prospective employees relate their experience to these values, we have sought to remove opportunities for unconscious bias and to ensure a consistency of assessment across the company.

Working with local schools, apprenticeship providers and communities

We have continued to work closely with local schools and colleagues across our region to encourage young women to consider technology, engineering and business support as potential career options. Unfortunately, we have not been able to engage with local schools and colleges as directly as we had hoped, such as through careers fairs, due to the COVID-19 pandemic. However, we have been able to host a virtual careers event called Redcentric Career Paths and Opportunities.

Additionally, we have strengthened our relationships with a number of Apprenticeship providers and charities who focus on assisting young people into work, as apprenticeship opportunities continue to be provided across the business, focusing on attracting and supporting females into our business across a variety of roles. In April 2021, we had 9 employees completing apprenticeship courses, with 33% being female. Internally, we will continue to provide mentoring and career support from our existing female leadership population, acting as role models for young women.

We are also a sponsor for Women in Tech York, who are a community of people studying, working or interested in technology and run events in which they share knowledge and interests whilst encouraging and empowering one another.

Fostering an environment where everyone can thrive

We have established an Employee Communication Champion forum, consisting of a diverse mix of employees, in order to improve communication across the Company, in addition to promoting employee success stories through various initiatives such as Friday Shout Outs, the company Newsletter and our Employee Recognition Scheme – The Extra Mile Awards.

During lockdown, our working practices changed further and faster by necessity. We recognise the impact agile and flexible working practices have on employee engagement, retention and progression. From this period of increased remote and flexible working, we have adopted a hybrid working pattern, which is a step forward at preventing barriers and creating a balance for everyone. Likewise, during lockdown we continued to support working parents with additional flexibility during periods of school closure.

In 2020/2021, we adopted an ongoing performance and development cycle giving employees more one-to-one time and support from their manager by having regular check-ins and feedback. In turn, this has identified areas for training and development, alongside discussing with employees their aspirations, which supports our overall commitment on helping our existing female population move through the technical/leadership levels of our organisation. We are pleased to highlight that since the launch of the ongoing performance and development cycle, through data collected via our Employee Opinion Survey, we have seen a 22% increase in colleagues receiving more regular reviews with their manager.

Our focus in 2022 will be to roll out Equality and Diversity Training across the company, which will also form part of our New Starter Induction Programme, so all employees will have access to learning resources on how they can play their part in being more inclusive.

Declaration

I can confirm the gender pay gap data contained within this report is accurate and has been produced in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'Katie Collins', with a long horizontal stroke extending to the right.

Katie Collins
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