



# Gender Pay Gap Report

Snapshot Date 5 April 2024

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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

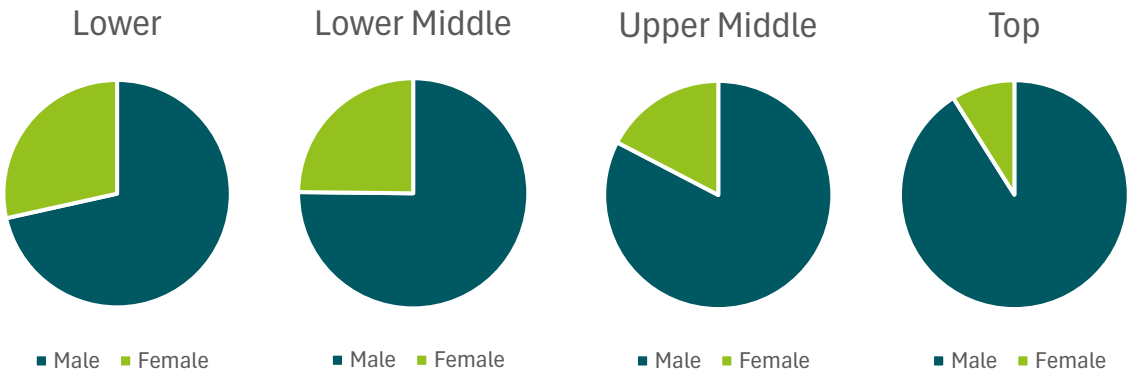
The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at the snapshot date (5 April 2024).

| Mean and median gender pay gap in the year to 5 <sup>th</sup> April 2024 |      |        |
|--|------|--------|
|  | mean | median |
| Gender pay gap   | 22%  | 17%    |

We are pleased to be able to highlight that we have made positive steps forward as our gender pay gap has reduced over the last 12 months. Like most organisations in our industry, our gender pay gap is heavily influenced by the imbalance of males and females across our organisation, which has most notably been driven by growth through acquisition activity over the past few years. However, we are delighted to demonstrate through our commitments to continually improve gender balance across our organisation, over the last 12 months, the mean difference has decreased by 3% and we have seen a significant decrease by 11% in the median.

Our pay quartiles

The charts below outline the proportion of males and females in each pay quartile – each quartile containing 144/145 colleagues.



The largest proportion of females is still in the lower quartile, however we have seen an increase in the percentage of females in both the lower middle and top quartile, demonstrating our

commitment to attract and retain female talent. We have also seen a slight increase in the overall proportion of females within the company.

The table below shows our gender pay gap within each quartile, based on hourly rates of pay as at the snapshot date (5 April 2024).

| Gender pay gap within each pay quartile in the year to 5 <sup>th</sup> April 2024 |              |              |       |
|---|--------------|--------------|-------|
| lower   | lower middle | upper middle | upper |
| 5%  | 1%           | 1%           | 11%   |

The gender pay gap in the lower, lower middle and upper middle quartile have decreased, whilst the upper quartile has increased. Both our lower middle and upper middle quartiles are now at 1% which shows a near equal pay between men and women within these quartiles.

We acknowledge that this split needs to improve and the leadership team is fully committed to supporting 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 53% (mean) and 10% (median).

| Mean and median bonus gender pay gap in the year to 5 <sup>th</sup> April 2024 |      |        |
|--|------|--------|
|  | mean | median |
| Bonus pay gap  | 53%  | 10%    |

An even proportion of male (32%) and female (32%) colleagues received a bonus in the 12 months to the 5th April 2024. However, both the mean and median bonus have increased since 2023. This is reflective of roles undertaken and gender split at more senior levels of the organisation, which has influenced the gap.

3. The figures: their meaning, our commitment

We are a leading IT Managed Services provider operating primarily in the connectivity, cloud, communication and cyber security markets. Therefore, employing highly skilled people with science, engineering, technology and maths (STEM) skills is critical to delivering for our customers. Historically, men have had greater representation in studying STEM subjects, resulting in a disproportionately larger percentage of them applying for roles within the IT sector.

Despite these challenges, we have seen some improvements within our gender pay gap for FY24/25, however there still 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 and we are working in partnership with all our suppliers to deliver this.

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.

## 4. Actions to deliver our commitment

### Building inclusivity into our recruitment process

- **Talent Acquisition**

Talent acquisition continues to be a critical area of the business and we continue to operate a gender balanced interview panel. In order to prevent bias when recruiting, vacancy salaries are budgeted prior to advertising and hiring an individual, based on market rates / experience required for the role.

### Fostering an environment where everyone can thrive

- **Diversity and Inclusion Forum**

The Equality and Diversity forum has continued to work through a number of initiatives including focuses on gender equality and aims to address how we can create gender balance across all areas of the business. Recent initiatives which have been launched in the past 12 months are

- **Gender and Policy Guidance** – This new policy and guidance outlines our commitment to gender equality and provides practical steps for embedding these principles into everyday work. This policy reflects our dedication to creating a workplace culture that values diversity, promotes inclusivity, and ensures equal opportunities for all employees, irrespective of gender.
- **Pronouns functionality on teams** - the introduction of the pronouns functionality within Microsoft Teams. This allows colleagues to add preferred pronouns to their Teams profile, and use of this feature is entirely optional. By providing this option, we contribute to increasing visibility and representation for individual gender identities.
- **Menopause Harmony Hub** – a dedicated channel has been created to provide all colleagues a space to connect on matters relating to the Menopause by sharing helpful information, effective remedies, nutritious recipes, and other useful tips and resources to help manage the symptoms and challenges that menopause can bring.

Upcoming initiatives include the launch of a mentoring scheme to nurture talent, enhance skills and strengthen our community. This initiative will provide an exciting opportunity for colleagues to connect across departments and teams, share knowledge, experiences and insights and support and empower one another to achieve personal and professional goals.

- **Brand Ambassador Forum**

In April we launched a Brand Ambassador forum as part of our ongoing efforts to enhance our brand presence and strengthen our community engagement. We have a diverse cross section of volunteers across the company who advocate our company values and its services, sharing positive experiences and insights with others both internally and externally. The diverse population of brand ambassadors, including women, allows these individuals to make an impact, increase visibility and engage with communities.

- **Flexible and Family Friendly Culture**

We recognise the impact agile and flexible working practices have on employee engagement, retention and progression and we continue to adopt a hybrid working pattern, which is a step forward at preventing barriers and creating a balance for everyone.

- **Learning & Development**

We continue to develop our LinkedIn Learning strategy, promoting topical learning campaigns on the platform, hosting engagement activities with learners and managers, and providing managers with the ability to create learning paths for their teams.

The performance and development functionality on our HR system – Sage People – gives us the capability to capture regular and ongoing performance conversations that take place throughout the year, as well as undertake a more formal year-end review to capture progress against objectives for the previous year and key objectives and development actions for the year ahead.

The ongoing performance and development cycle gives our colleagues more one-to-one time and support from their manager by having regular check-ins and feedback, which allows objectives to be set and tracked by team members and manager throughout the year. Whilst the end of year review allows team members and managers to take time to reflect on our success and achievements and ensures we all continue to develop and grow from both a personal and professional perspective.

As a result, the reviews help to identify 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.

- **Listening and Responding to the needs of our people**

We have recently reshaped and relaunched our feedback and recognition scheme to further enhance and promote employee success stories. The refreshed scheme includes using functionality from our HR System to be able to give visible and immediate positive feedback to award others. It is hoped that by that both relaunching the scheme and using the HR system, will help colleagues to further recognise female talent.

## **Working with local schools, apprenticeship providers and communities**

- **Schools, Apprenticeship and Work Experience**

We continue to engage with local schools and academies, presenting to students providing support, guidance and career information more specifically in relation to careers in Tech.

We have strong ties with schools and regularly provide work experience opportunities. In the past 12 months there has been 42.8% representation of young women amongst those who have participated in work experience in the company.

In respect of apprenticeships, we have a dedicated page and email address on our website specifically for individuals to get enquire about opportunities.

- **Communities**

We continue to fund and support colleagues attending conferences and networking events such as 'Women in Data', 'International Women's Day' and 'Women in Tech: Leaders Lab', which allows participants to share knowledge and interests whilst encouraging and empowering one another.

## **Declaration**

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



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