



Gender Pay Gap Report 2024

Snapshot Date 5 April 2023

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

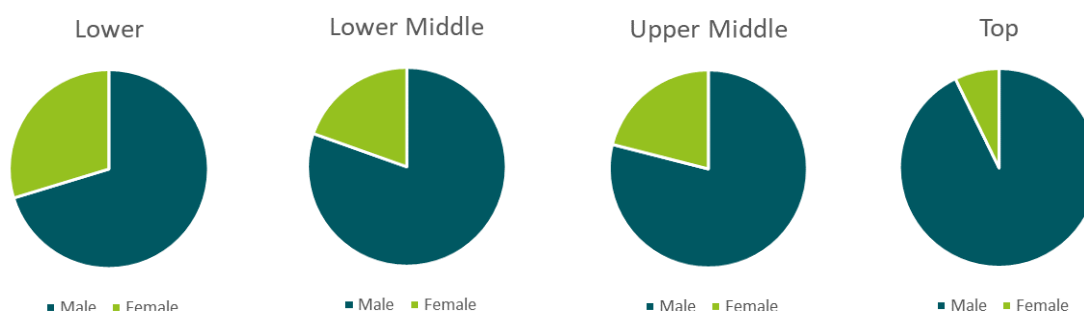
The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at the snapshot date (5 April 2023).

Mean and median gender pay gap in the year to 5 th April 2023		
	mean	median
Gender pay gap	25%	28%

We have continued to grow through additional significant acquisitions over the last 24 months, which in turn has further impacted our gender pay gap, again mainly driven by the increased number of male colleagues into the business. This has resulted in an even greater unequal distribution of males and females, particularly in senior or technical niche roles, which are more highly remunerated. Consequently, our mean gender pay gap has increased from 22% to 25% and our median gender pay gap from 22% to 28%.

Our pay quartiles

The charts below outline the proportion of males and females in each pay quartile – each quartile containing 138 colleagues.



The largest proportion of females is still in the lower quartile, and the lowest proportion of females is in the highest quartile.

The table below shows our gender pay gap within each quartile, based on hourly rates of pay as at the snapshot date (5 April 2023).

Gender pay gap within each pay quartile in the year to 5 th April 2023				
	lower	lower middle	upper middle	Upper
	6%	6%	3%	-2%

The gender pay gap in the lower and lower middle quartile have increased, whilst the upper middle quartile has remained static, and the upper quartile gap has reduced by 4%, demonstrating that we are making some positive steps forward in the upper quartile.

Again, the main driver for the significant change in these figures, is company growth through acquisitions over the past 12 months, which have changed our employee demographic further increasing the male population in the company. 19.4% of our total population is female with 62.9% of those being in either the lower or lower middle quartiles of our business, exacerbating the overall gender pay gap position.

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, moving 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 50% (mean) and -125% (median).

Mean and median bonus gender pay gap in the year to 5 th April 2022		
	mean	median
Bonus pay gap	50%	-125%

The mean bonus pay gap has reduced by 7% which is a positive step in the right direction for reducing the bonus pay gap, although we acknowledge there is still much to do to address this further.

35% of male colleagues and 31% of female colleagues received a bonus in the 12 months, again reflective of roles undertaken and gender split at more senior levels of the organisation, which has influenced the mean bonus gender pay gap. That being said, proportionately we have reduced the gap between the percentage split of male and female colleagues receiving a bonus from 7% in April 2022 to 4% in April 2023.

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

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.

As a result of the challenges posed in the IT industry, along with company growth through acquisitions, the position on our gender pay gap has worsened. However, we continue to be fully committed to 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.

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.

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. Our Talent Acquisition Manager has reviewed our recruitment process to help identify barriers for diverse candidates, in addition to using additional recruitment networks with the aim of reaching a more diverse population of candidates.

- **Increased female new hires**

Although the proportion of female colleagues in the business is lower than male colleagues, driven by both challenges in the technology industry and company growth through acquisitions, when we delve down deeper into recruitment figures for new hires, the number of female colleague new hires in 2022 vs 2023 has increased, demonstrating our ongoing commitment to attract female talent.

Fostering an environment where everyone can thrive

- **Diversity and Inclusion Forum**

We have launched an equality and diversity forum with representatives attending from different areas of the company. One of the workstreams of the forum focuses on gender equality and aims to address how we can create gender balance across all areas of the business.

- **Flexible and Family Friendly Culture**

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

We have taken a number of steps to raise awareness, educate and provide resources for employees and line managers, to support women through the menopause. In February we hosted an 'Understanding and Navigating the Menopause webinar' which was well received and has led to launching a fortnightly virtual Menopause coffee morning, with the purpose of these gatherings to encourage open discussion and provide a safe space for everyone to share their experiences, ask questions, and offer support to one another. Our next focus is to create a Menopause policy to further eliminate bias and drive change.

- **Learning & Development**

A key focus and outcome as part of our Diversity and Inclusion forum was to provide and promote gender equality training. To compliment training resources already provided on our Learning Management System, we have recently invested in LinkedIn Learning, which we plan to launch across the company with access to specific learning paths aimed at both employees and managers such as 'How to be more inclusive' and 'Fostering equality and transparency in a remote team'. A key aim throughout the next 12 months is to assign appropriate courses to our employees and engage and promote learning, so employees know how they can play their part in being more inclusive.

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

We have used employee engagement survey data to inform our business decisions and ensure that all of our employees are heard and supported.

Our 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. 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 have continued promoting employee success stories through various initiatives such as Friday Shout Outs, the company Newsletter and our Employee Recognition Scheme – The Extra Mile Awards.

Working with local schools, apprenticeship providers and communities

- **Schools**

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. And have undertaken a number of work experience assignments over the last 12 months. Continuing our commitment to work experience remains a key commitment of ours for the future.

- **Apprenticeships**

In 2023 we launched our second cohort of our IT Technical Sales Apprenticeship, with 40% female representation, reflecting our efforts to ensure equitable representation in our workforce.

We also have a number of other apprenticeship opportunities across the business, focusing on attracting and supporting females into our business across a variety of roles.

- **Communities**

We also fund and support colleagues attending conferences and networking events such as 'Women in Data' and 'International Women's Day'.

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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