

# REDCENTRIC

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## GENDER PAY GAP REPORT 2019

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# Redcentric – gender pay gap report

## Introduction

We are committed to ensuring we provide a diverse, inclusive and great place for our colleagues.

The shortage of female employees in science, technology, engineering and mathematics (STEM) is a significant challenge we share with the wider UK economy, resulting in under-representation of females at all levels across many functions. In the UK, just 22% of STEM roles are occupied by females.

Our overall gender imbalance is reflected by a demographic of 81% male colleagues and 19% female colleagues.

## Gender pay gap report

This report details the gender pay gap reporting requirements covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The regulations came into force in April 2017 and requires companies with more than 250 employees to publish information on their gender pay gap. This report is for the snapshot date of 5th April 2018.

Whilst there is a gender imbalance across Redcentric, pay is not influenced by gender. We support the fair treatment and reward of all colleagues, irrespective of gender.

It is important to note that gender pay gap is not the same as equal pay. Pay inequity (i.e. unequal pay) is paying women and men differently for carrying out the same or a similar job, measured by the pay and benefits of individuals carrying out the same or similar work.

The measure of gender pay, on the other hand, is much broader. It's the difference between the average earnings of men and women across an organisation at a snapshot in time, irrespective of their seniority or the jobs that they do.

## What is our gender pay gap?

The gender pay gap shows the difference between the average (mean and median) hourly rate of pay between men and women at Redcentric. Our analysis shows that the overall difference between men and women's earnings is 23% (mean) or 11% (median), based on hourly rates of pay at the snapshot date of 5th April 2018.

Mean and median gender pay gap in year to 5th April 2018		
	Mean	Median
Gender pay gap	23%	11%

Like most organisations in our industry, the primary reason for our gender pay gap is an imbalance of male and female colleagues at different levels across the organisation. We have fewer female colleagues in more senior positions, which attract higher salaries.

## What is our bonus pay gap?

We operate several bonus and commission arrangements to recognise and reward strong business, team and individual performance. The overall difference in bonus paid to male and female colleagues was 77% (mean) and -121% (median).

Mean and median bonus pay gap in year to 5th April 2018		
	Mean	Median
Gender bonus gap	77%	-121%

Our bonus pay gap reflects lower female representation across more senior roles and in sales and sales management roles where bonus & commission is a larger component of overall compensation.

## Who receives a bonus?

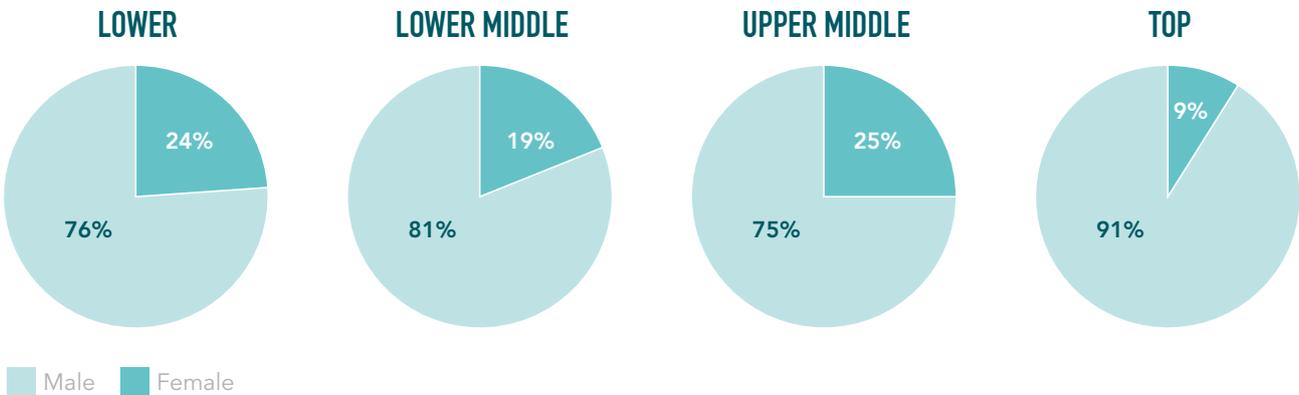
In the 12 months to 5th April 2018, 42% of female colleagues and 37% of male colleagues received a bonus.

Bonus payments		
	Male	Female
Bonus payments made	37%	42%

# Redcentric – gender pay gap report (continued)

## Our pay quartiles

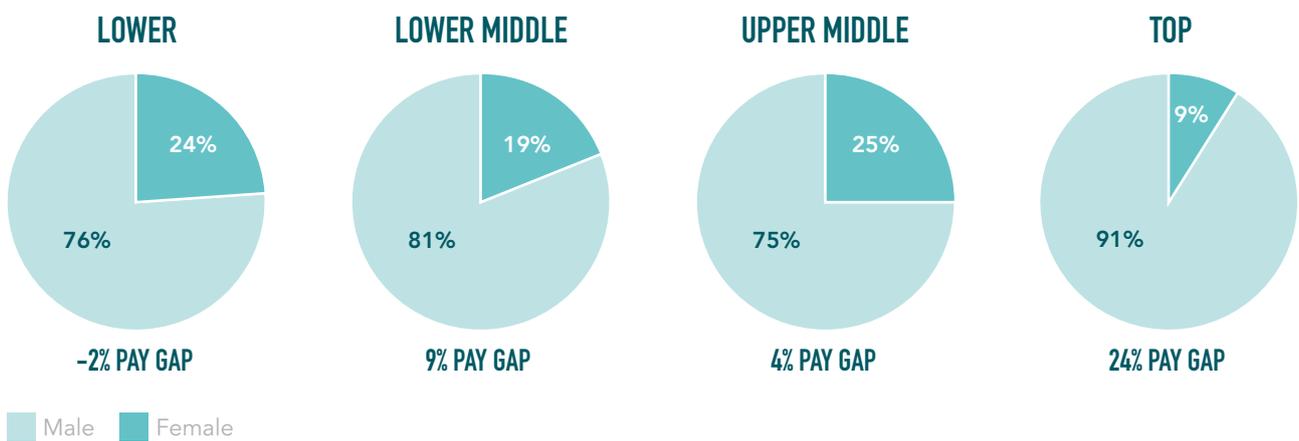
The charts below outline the proportion of males and females in each pay quartile – each quartile containing 97 colleagues.



Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Lower	76%	24%
Lower middle	81%	19%
Upper middle	75%	25%
Top	91%	9%

The pay quartiles show a larger weighting of male colleagues in all four quartiles, with the lowest proportion of females in the highest quartile. We have seen a significant increase in the percentage of females employed within the upper middle quartile to the 5 April 2018.

## Gender pay gap within each pay quartile



The charts demonstrate that females earn more on average than their male colleagues in the lowest quartile, and the gender pay gap in the lower middle and upper middle quartiles is significantly lower than the overall picture. The mean gender pay gap in the top quartile is reflective of the gender imbalance across more senior roles and in sales management roles where bonus and commission are a larger component of overall compensation.

## Redcentric – gender pay gap report (continued)

### What are we doing about it?

We have recruited female apprentices into technical roles.

We have good relationships with local schools and colleges where we market both Redcentric and careers within STEM roles to female students who may not have considered a career in our industry.

We have launched both internal and external development programmes which we anticipate will create clearer pathways to progression for female colleagues within Redcentric.

We have also attended *European Women in Tech* forums to gain insight into what other organisations are doing to attract female talent into their businesses.

We appreciate we have some way to go but we are committed to taking the appropriate steps to reducing the gap, particularly in the highest quartile, which has the greatest effect on our overall reported gender pay gap.

Some initiatives, such as increasing the proportion of female apprentices or recruiting more female colleagues into entry level technical and sales roles and then providing a development pathway may negatively affect our gender pay gap in the short term, however we believe these are the right steps to take in addressing the gender pay gap in the long term.

### Declaration

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



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