



Gender Pay Gap Report

2020

redcentric

AGILE • AVAILABLE • ASSURED

Redcentric | gender pay gap report

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.

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.

We have made positive progress over the last 12 months in addressing the gender balance of our organisation, with an increase in the percentage of females within the workforce. This is an area we will maintain focus on.

2. Redcentric pay and bonus

Gender pay gap

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.

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 2019).

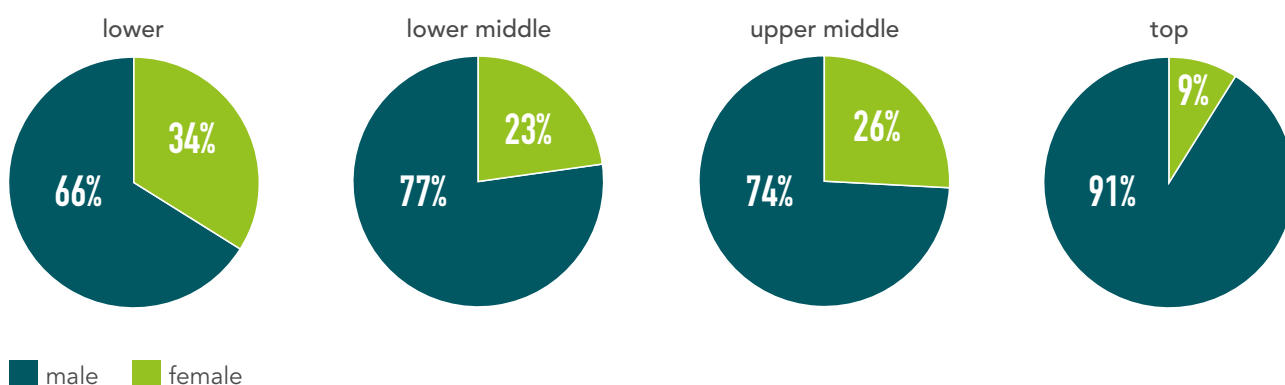
Mean and median gender pay gap in the year to 5th April 2019		
	mean	median
Gender pay gap	25%	18%

Like most organisations in our industry, our gender pay gap is heavily influenced by the imbalance of males and females across the quartiles of our organisation. We have significantly fewer females in the top quartile of our organisation, in those more senior roles attracting higher salaries. This is something we are committed to changing moving forwards. We have also seen an increase in the number of females within our organisation overall, which is a positive step forward. However, 62% of females are in the lowest two pay quartiles of our business, which has negatively impacted our gender pay gap in 2019. This was an expected outcome, as we focus on building female representation within our business for the future.

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 80 colleagues.



Gender pay gap within each pay quartile				
	lower	lower middle	upper middle	top
	2%	2%	2%	10%

The gender pay gap within our top three quartiles has significantly reduced over the last 12 months. This positive movement has been offset by an increase in the gender pay gap within the lower quartile, as we have filled entry level roles with females, as part of our longer-term strategy to address gender balance in Redcentric. Given the percentage of the organisation’s females which sit within this quartile, there has been a disproportionate impact on the overall gender pay gap in 2019.

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 71% (mean) and -41% (median).

Mean and median bonus gender gap in year to 5th April 2019		
	mean	median
	71%	-41%

41% of male colleagues and 28% of female colleagues received a bonus in the 12 months to 5th April 2019, again reflective of roles undertaken and gender split at more senior levels of the organisation, which has influenced the mean gender pay gap. The median gender pay gap reflects the fact a lower number of females received proportionately larger bonus payments – again, due to the nature of roles undertaken.

Redcentric | gender pay gap report (continued)

3. The figures: their meaning, our commitment

The figures highlight 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 ratio of female to male employees – specifically within key technical functions, in addition to more generally across the business. This means a focus on breaking down barriers to female participation within these roles – often far further back than at the recruitment stage, and instead deep within the schools and colleges of our communities.

In addition to addressing barriers to female participation within technology, we are also committed 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. This will be driven by targeted development programmes.

4. Actions to deliver our commitment

Working with local schools and communities – inspiring young women to enter technology

We will continue 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. We will provide mentoring and career support from our existing female leadership population, acting as role models for young women. Apprentice opportunities will continue to be provided, focused on attracting and supporting females into our business across a variety of roles.

Focus on recruitment, training and development – removing barriers for females

We are working in partnership with all our recruitment providers to ensure that gender balanced shortlists are provided for all roles recruited externally, especially those at more senior levels of the organisation. We are continuing to focus on the progress of females through our organisation, within both internal and external development programmes, supporting the momentum in increasing the number of females with the top two quartiles of the organisation. We will ensure successful women within our business are publicised and promoted, to increase the chances of other females following in their paths. We will also undertake a full review of all internal policies, to ensure that they support the entry and progression of females within our workplace.

Working in partnership with other technology companies – driving industry change

We will continue to work with other technology companies through the European Women in Technology to work together jointly to address the shortages of females within STEM roles – collectively sharing knowledge and best practice across organisations.

Declaration

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



Katie Collins | HR Director

HEAD OFFICE

Central House
Beckwith Knowle
Harrogate
HG3 1UG

T 0800 983 2522

E sayhello@redcentricplc.com

W www.redcentricplc.com

redcentric

AGILE • AVAILABLE • ASSURED

