

Gender Pay Gap Report Supporting Narrative

Snapshot Date: 5 April 2023



Introduction

From April 2017, organisations in the UK with more than 250 employees are required to report annually their gender pay gap. The Skills Network now falls over the reporting threshold, with our headcount being 271 as of the snapshot date of 5 April 2023.

Gender pay is about measuring gender balance. It compares the average pay by gender for all roles collectively regardless of level or type. It is different from equal pay, which measures whether males and females are paid equally for the same work or work of equal value.

The **mean pay gap** is the difference in what males and females receive. It is calculated by comparing the average paid to males with the average paid to females.

The **median pay gap** is the difference between the midpoints in the ranges of male and female pay. It is calculated by ordering employees from those paid the lowest, to those paid the most. It then compares the pay of the middle person in the female line, with the pay of the middle person in the male line. In 2023, the UK median gender pay gap was 14.4%.

Our Gender Pay Gap Data

our mean gender pay gap is:

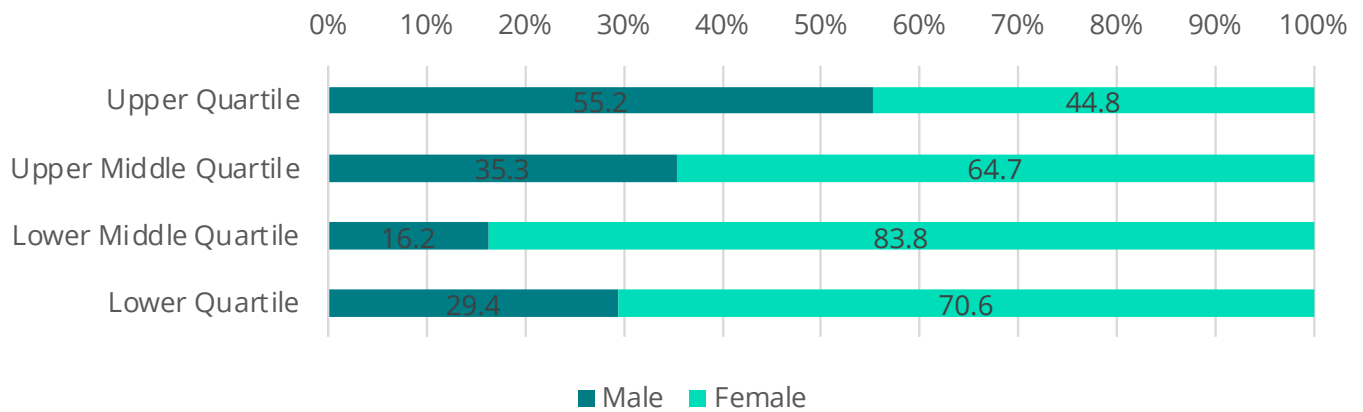
31.5%

our median gender pay gap is:

28.6%



Proportion of Males and Females in Each Pay Quartile



66.1%



33.9%

- Females make up two thirds of our workforce. There is a higher proportion of females compared to males in three of the four quartiles. However, a higher percentage of males make up the upper quartile, which will be contributing to our gap.
- Given that we are a relatively small company, only just crossing the threshold, the impacts of losing one senior female employee or the gain of a senior male employee, can have a significant impact on figures, and therefore contribute to our gap.

Bonus Pay

- We operate a commission structure for certain roles within the organisation. Commission structures are applied consistently to males and females and based on sales and contract renewal performance.

Our mean bonus pay gap is **60.6%**

Our median bonus pay gap is **56.6%**

26.3% of females and **24.0%** of males received commission in the year to 2023.

- There are less females occupying roles that earn a commission. Of those females earning a commission, there more females occupying roles that attract a lower commission structure. These will both have an influence on our gap as it relates to bonus pay.

Actions

Closing the gap is a long-term commitment and we are invested in progressing our gender balance at all levels.

We have:

- Reviewed our pay and reward structure, implementing a more robust, fair and structured process for awarding pay increases. This also includes the development of a pay policy and completion of a salary benchmarking exercise of all roles across the company to ensure roles are benchmarked in line with external comparator roles.
- Launched a working group of colleagues across the business to review our corporate values, which includes embedding a culture that values diversity.
- Policies that promote diversity and inclusion across our business.

We will:

- Continue to monitor our data and discuss trends at the Executive team level. We will monitor our gender pay gap year on year and continue to identify actions that will contribute to closing the gap.
- Whilst ensuring that we recruit the right caliber and experience into roles, continue to adopt advertising and recruitment campaigns that attract a diverse range of candidates and appoint with consideration of our gender pay gap, particularly at senior levels.
- Review our recruitment procedures to ensure fair and effective recruitment campaigns are conducted.
- Review and promote our flexible working and family friendly policies to help attract and retain female talent.
- We will continue to run our annual employee engagement survey and allow our colleagues an opportunity to suggest ways in which we can improve our diversity and inclusion.

I confirm that the gender pay gap information published in this written statement and submitted to the Gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Lorraine Donoghue
Executive Director of People



Mark Dawe
CEO

