

SimplyBiz Group

Gender Pay Gap Report 2017

The SimplyBiz Group is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/ maternity, sexual orientation, gender reassignment and disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it carries out pay and benefits audits at regular intervals, which;

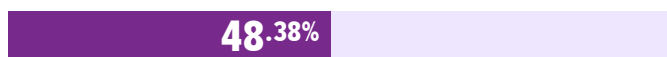
- ensures that all pay reviews for both existing and new staff undergo a corporate governance review
- evaluates job roles and pay grades as necessary to ensure a fair structure
- gives due consideration to experience and qualifications in pay for both male and female staff, as well as the objectives and business contribution made throughout the year when bonuses are allocated
- provides training and development and career progression opportunities equally across the Group

Summary of gender pay at The SimplyBiz Group (snapshot as at 5 April 2017):

The mean gender pay gap for The SimplyBiz Group is



The median gender pay gap for The SimplyBiz Group is



The mean gender bonus gap for The SimplyBiz Group is



The median gender bonus gap for The SimplyBiz Group is



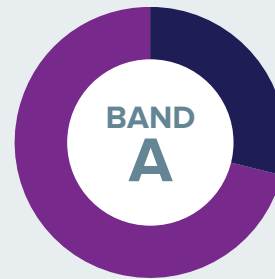
The proportion of male employees in The SimplyBiz Group receiving a bonus is



The proportion of female employees in The SimplyBiz Group receiving a bonus is

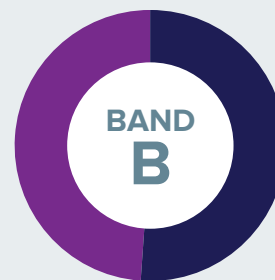


Pay quartiles by gender



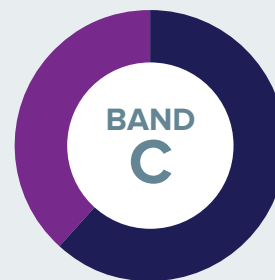
28.95%
71.05%

Includes all employees whose standard hourly rate places them at or below the lower quartile



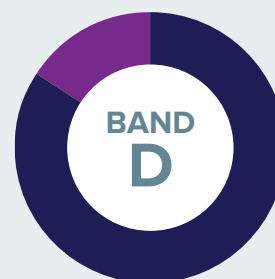
51.32%
48.68%

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



61.84%
38.16%

Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile



84.42%
15.58%

Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Factors to consider

The gender pay gap that exists at The SimplyBiz Group is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Within the Group, there is a greater number of male employees occupying Board levels roles, as well as roles that command a higher than average salary (e.g. surveyors, as this is dependent on the number of surveys carried out rather than a fixed salary). Additionally, the Group has a strong history of employing apprentices and trainees and a higher proportion of these are female.

The gap can be seen in the table previously shown, depicting pay quartiles by gender. This shows The SimplyBiz Group's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within The SimplyBiz Group, 71.05% of the employees in Band A are women and 28.95% men. The percentage of male employees increases throughout the remaining Bands, from 51.31% in Band B to 84.42% in Band D.

The mean gender bonus gap and the median gender bonus gap for The SimplyBiz Group are 64.15% and 50.08%, which is largely influenced by the numbers of surveyors in the business as well as bonus driven development roles.

The proportion of men at The SimplyBiz Group who received a bonus in the 12 months up to 5 April 2017 was 84%, whilst for women this was 88%. This reflects the qualifying criteria for bonus eligibility.

Key highlights

The SimplyBiz Group is committed to ensuring fair pay across its employees and has taken a number of steps to promote gender diversity in all areas of its workforce, including:

Creating an evidence base: To identify any barriers to gender equality and inform priorities for action, in 2016 The SimplyBiz Group introduced monitoring to understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

Factors arising from the reports

- A higher proportion of female staff apply and obtain trainee and entry level roles
- Our interview and screening processes ensure fair recruitment practices
- All staff are aware of the flexible working policy
- All staff and managers receive a full induction on joining (or returning after a period of absence) explaining career progression, learning and development support and flexible working practices.
- The organisation is currently engaged in a review of the Women in Finance initiative.
- The organisation works closely with local education facilities to raise young people's awareness of the different career opportunities available within the organisation, and to help dispel any misperceptions and stereotypes
- New vacancies are promoted to all staff across the Group
- Only a small number of employees utilised flexible working options, although these are primarily female