

A large graphic consisting of two overlapping shapes: a dark blue trapezoid on the left and a yellow trapezoid on the right, both pointing downwards. The yellow shape is positioned behind the blue one, creating a layered effect.

PayPoint Gender Pay Gap Report 2018

PayPoint Gender Pay Gap Report 2018

Introduction

PayPoint values diversity and it is important to us that our working environment is one where all are treated equally and which is free from discrimination in respect of gender, ethnicity, religion, sexual orientation, age or disability. We are committed to offering equal opportunities to all our people.

As at 1 March 2019, Women make up 42% of our overall UK workforce and this representation is also reflected at the most senior levels of the organisation with women comprising 43% of the Executive Board. Female representation in the Executive Board and their direct reports is 37%, which is in excess of the Hampton Alexander target of 33%.

A pay gap exists in the organisation driven by the fact that we have more men than women in higher paid roles such as roles in our Information Technology (IT) function and senior management positions. Conversely we have more women than men in lower paid roles such as those within our contact centre and operations.



As our gap is reflective of the technology industry as a whole then we recognise that it will take time to close. Comparing our figures to last year shows a mixed picture with decreases in the mean gap offset by increases in the median gap.

In our report last year we outlined a number of actions that we are taking to address the gap. Progress has been made in implementing these actions including:

- Launching our 'Working for Everyone' policy to promote flexible working
- Updating our careers website to highlight the diversity of people already working for us
- Offering work experience to an equal mix of male and female students
- Awarding the 'Neil Swan Development Fund' to a female employee. The fund has been set up to fund training to support the development of IT skills in employees who wish to progress to a role within the IT function

We are committed to ensuring equal opportunity for all of our people and will continue to implement actions to support this.

PayPoint Gender Pay Gap Report 2018

Our numbers

The gender pay gap reflects the distribution of men and women across the organisation, regardless of seniority or role. Gender pay is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Our pay philosophy aims to pay fairly and equitably relative to an individual's role, skills, experience and performance.

We review our pay annually to ensure that there is no gender bias and we are comfortable in this regard.

These numbers reflect our total UK employee base of 444 people who were employed on 5 April 2018. Our statutory reporting requirement in respect of PayPoint Network Limited, our only entity employing the minimum 250 employees required for disclosure, can be found at the end of this report.

1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2018.
2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2018. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax.

Difference between male and female pay

	Mean	Median
Pay gap ¹	23.0% 2017: 23.9%	29.8% 2017: 27.9%
	Mean	Median
Bonus gap ²	49.7% 2017: 59.5%	50.7% 2017: 36.3%

Proportion of males and females receiving a bonus

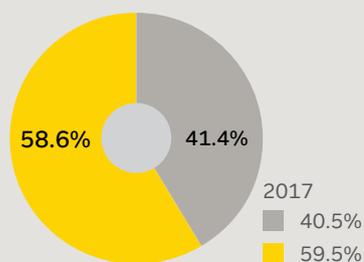
Male	Female
28.1% 2017: 26.7%	18.1% 2017: 19.0%

Pay quartiles

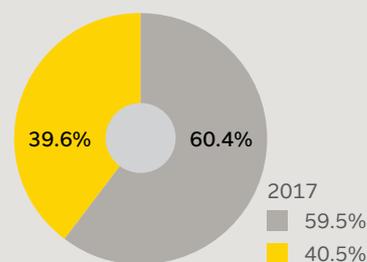
Illustrating the gender pay distribution across four equally sized quartiles

■ Male ■ Female

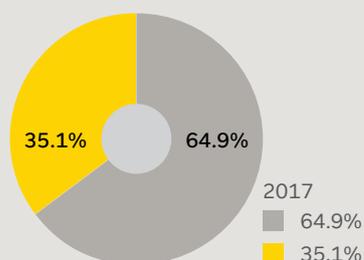
Lower



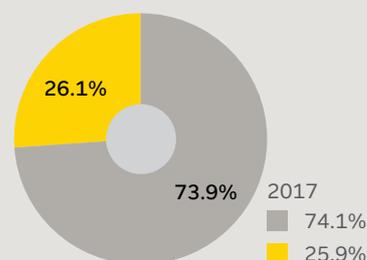
Lower middle



Upper middle



Top



PayPoint Gender Pay Gap Report 2018

Our statutory disclosures in respect of PayPoint Network Limited

Mean salary gap

22.0%

Median salary gap

27.8%

Mean bonus gap

46.7%

Median bonus gap

50.1%

Proportion of males receiving bonus

29.5%

Proportion of females receiving bonus

19.5%

Lower quartile

Male

43.6%

Female

56.4%

Lower middle quartile

Male

65.3%

Female

34.7%

Upper middle quartile

Male

69.3%

Female

30.7%

Top quartile

Male

74.0%

Female

26.0%

I confirm the data reported is accurate.



Dominic Taylor
Chief Executive