

# **PayPoint Gender Pay Gap Report 2017**

## 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.

Women make up 40% 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 39.4%<sup>1</sup>, which is in excess of the Hampton Alexander target of 33%.



1. As at 30 June 2017 and submitted to the Hampton Alexander Review 2017

# PayPoint Gender Pay Gap Report 2017

## 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 445 people who were employed on 5 April 2017. 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.

## Difference between male and female pay

	Mean	Median
Pay gap <sup>1</sup>	23.9%	27.9%
Bonus gap <sup>2</sup>	59.5%	36.3%

## Proportion of males and females receiving a bonus

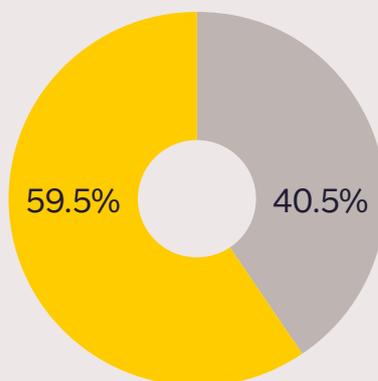
Male	26.7%	19.0%
Female		

## Pay quartiles

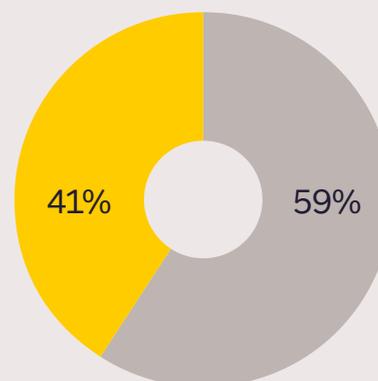
Illustrating the gender pay distribution across four equally sized quartiles

■ Male  
■ Female

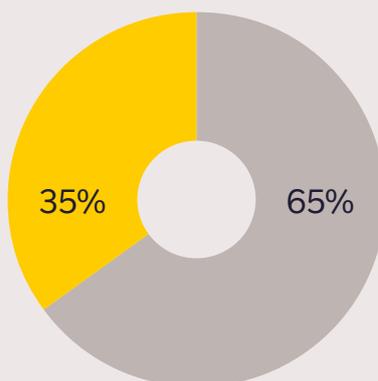
Lower



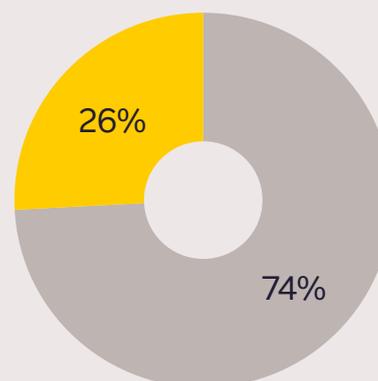
Lower middle



Upper middle



Top



1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2017

2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2017. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax

## Understanding the PayPoint gap

Our gap is 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.

Over 50% of roles in the two highest paid quartiles are IT roles and only 20% of those roles are held by women. This is reflective of the technology industry with research by PWC<sup>1</sup> indicating that just 15% of the people working in STEM<sup>2</sup> roles across the UK are female and only 5% of leadership positions in the technology industry are held by women. If we exclude IT roles from the calculation then our median pay gap would be significantly lower at 8.3%.

The proportion of women at the most senior level of the organisation increased with the appointment of Rachel Kentleton as Finance Director in January 2017. We anticipate that our bonus gap will reduce significantly in future reporting periods as a result.

## Closing the gap

As our gap is reflective of the technology industry as a whole then we recognise that it will take time to close. We are committed to developing our understanding of the reasons why we have a gender pay gap and we are implementing actions to address it including:

- Holding focus groups with employees to understand what we can do to support female talent to develop and successfully apply for higher paid roles.
- Working with line managers to ensure that everyone identified with career potential has an appropriate development plan in place to support them.
- Considering how we can further promote flexible working consistent with business requirements.
- Ensuring that at least one male and one female qualified candidate is presented for each vacant position where possible.
- Reviewing our recruitment material to ensure that we market PayPoint as an employer in a way that is attractive to both males and females.
- Rolling out unconscious bias training to those involved in recruitment decisions.
- Partnering with a local secondary school to increase the awareness of PayPoint as an employer and the career opportunities available in the technology industry more generally.

I confirm the data reported is accurate as of the snapshot date 5 April 2017.



**Dominic Taylor**  
Chief Executive

1. PWC Women In Tech Report 2017  
2. Science, Technology, Engineering and Maths

# PayPoint Gender Pay Gap Report 2017

## Our statutory disclosures in respect of PayPoint Network Limited

### Difference between male and female pay<sup>1</sup>

Mean salary gap	Median salary gap
22.7%	23.8%

Mean bonus gap	Median bonus gap
58.4%	36.3%

Proportion of males receiving bonus	Proportion of females receiving bonus
28.1%	20.8%

### Pay Quartiles<sup>2</sup>

Lower quartile	
Male	Female
45.1%	54.9%

Lower middle quartile	
Male	Female
60.4%	39.6%

Upper middle quartile	
Male	Female
67.6%	32.4%

Top quartile	
Male	Female
75.5%	24.5%

- Salary gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2017. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2017. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax
- Illustrates the gender pay distribution across four equally sized quartiles