



# **PayPoint Gender Pay Gap Report 2019**

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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 2020, Women make up 43% of our overall UK workforce. Female representation in the Executive Board and their direct reports is 38%, 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. The pay gap has widened since last year as a result of a number of senior male hires and promotions including the appointment of a male CEO and the fact that the outgoing male CEO remained on the payroll at the reporting date. The mean bonus gap also widened slightly for the same reasons but fell to zero at median as a result of the payment of a discretionary all employee bonus.

We remain committed to ensuring that there is at least one male and female candidate presented for each vacant position where possible and have made positive progress in female hiring and promotions generally, but the candidate pipeline for our most senior roles has been predominantly male, both internally and externally.

We will continue to ensure that our external recruitment partners present us with the best female talent on shortlists but we cannot rely on this and therefore internally we are focussing on ensuring that we have strong

development plans in place for internal talent. This includes a programme of board mentoring for identified senior managers.

Externally we continue to support young people in our community by working with local schools to support their work in career development and raising aspirations. We have also signed up to the PWC Tech She Can initiative to increase the proportion of women working in STEM roles by tackling the root cause of the problem at a societal level, inspiring and educating young girls and women to get into tech careers.

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



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## 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 471 people who were employed on 5 April 2019.

## Difference between male and female pay

	Mean	Median
Pay gap <sup>1</sup>	27.1%	37.2%
	2018: 23.0%	2018: 29.8%
	Mean	Median
Bonus gap <sup>2</sup>	53.1%	0%
	2018: 49.7%	2018: 50.7%

## Proportion of males and females receiving a bonus

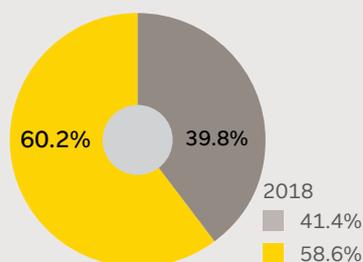
Male	Female
77.0%	72.0%
2018: 28.1%	2018: 18.1%

## Pay quartiles

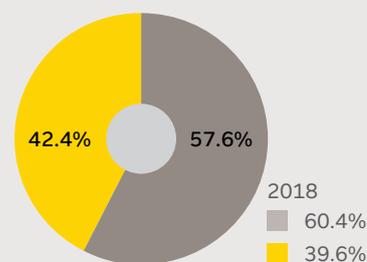
Illustrating the gender pay distribution across four equally sized quartiles

■ Male ■ Female

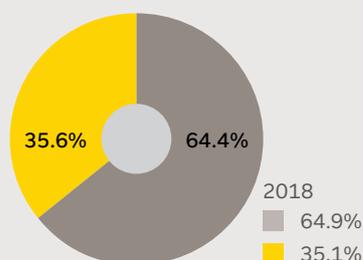
Lower



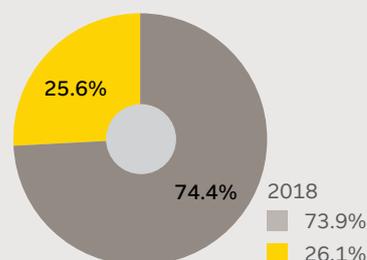
Lower middle



Upper middle



Top



I confirm the data reported is accurate.

*K. Wilde*

**Katy Wilde**  
HR Director

1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2019
2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2019. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax