



# Gender Pay Gap

UK Report 2020

# Introduction

## Chief People Officer

At Gamma, our workforce remains critical in enabling us to deliver the Company's business objectives and strategic goals. In 2020 we updated our values which were co-created with our employees through a number of workshops and feedback sessions. It is pleasing how readily they have been integrated into our activities, enhancing an already strong people centred culture focused on diversity and inclusion.

These values guided our internal response to the challenges presented by the COVID-19 pandemic. The health and wellbeing of our employees was our primary focus and we acted quickly to transition the majority to home working. We rapidly adopted a flexible approach to day-to-day working enabling parents and care givers, irrespective of gender, to work in a way that suited their circumstances. We believe this approach has limited the impact of the pandemic on our gender pay reporting.

This report sets out the gender pay gap information based on 1046 employees for the date of 5 April 2020. We have seen an 8% increase in employees since 2019, however, as seen across the tech sector, male employees continue to make up much of that workforce. Our mean pay gap has been calculated as 25.45%, a decrease of 5.1% from 2019 of 30.55%. Our median pay gap has been calculated as 23.19%, a slight increase of 1.5% from 2019 of 21.78%. While both metrics show that the average hourly pay for female employees continues to be lower than the average hourly pay for male employees, we have continued to improve year on year.



We are aware that reducing the gender pay gap requires significant effort and it takes time for real change to be reflected in the annually reported figures. This challenge is not unique to Gamma, but for the industry as a whole and more work is required to increase the number of women in senior and specialist higher-paid roles within our sector.

In the following sections we outline some of the initiatives we are taking to encourage more school leavers and graduates to consider careers in the technology sector as well as action to increase the gender balance within Gamma, especially at the senior level.

Whilst there is no quick fix, closing the pay gap remains a focus for us as an organisation and we remain committed to reducing our gap over time.

### Statutory Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

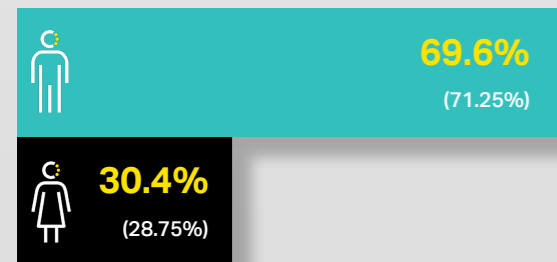
**Suzie Woodhams**  
Chief People Officer, Gamma Communications PLC



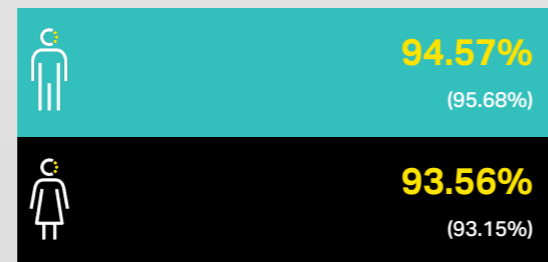
# Our results - 5th April 2020

As of 5 April 2020 Gamma had 1046 employees, an 8% increase on 2019: 728 men and 318 women.

## Gender Breakdown



## Proportion of females and males receiving a bonus



## Gender Pay and Bonus Gap

	Mean % 2020 (vs 2019)	Median % 2020 (vs 2019)
Pay Gap	25.45 (30.55)	23.19 (21.78)
Bonus Gap	63.27 (63.43)	26.47 (22.01)

Our gender pay gap continues to show an improvement in our mean figures from 2019 with a year on year improvement on the mean bonus gap.

## Pay Quartiles

	Males % 2020 (vs 2019)	Females % 2020 (vs 2019)
Upper Quartile	80.53 (83.06)	19.47 (16.94)
Upper Middle	72.41 (75.52)	27.59 (24.48)
Lower Middle	61.83 (64.05)	38.17 (35.95)
Lower	63.60 (62.40)	36.40 (37.60)

Our pay quartiles continue to show positive progression with increases across the lower middle, upper middle and upper quartiles.

# What does it show us?

We are pleased to see a continued year on year reduction in our mean gender pay gap with a 5.1% decrease since last reporting. From the start of statutory reporting in 2017, our workforce has increased by 35.3% and our mean pay gap has reduced by 9.15%, with our median gender pay gap reducing by 2.43% over the same time frame.

Our pay quartiles continue to show encouraging progress in recruiting women into the upper middle and upper quartiles. Both have continued to increase since reporting began in 2017.

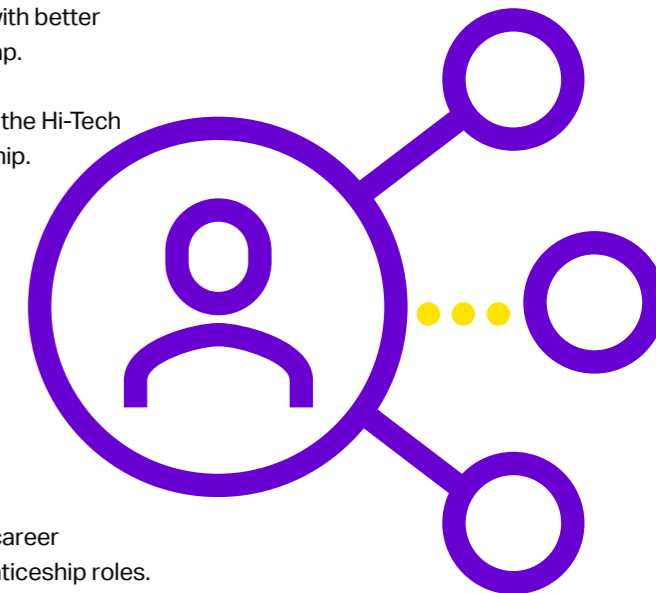
# What are we doing about it?

Our People Leadership Team continues to deliver our gender pay gap action plan, which supports our People Strategy. The plan touches all areas of the People function, and outlines initiatives that, when introduced, will provide us with better data insights and support us on our continued journey of closing the gap.

Gamma's Software Development Team has been actively involved with the Hi-Tech Horizons initiative in conjunction with the Education Business Partnership. This initiative aims to engage and inspire the future workforce, raising awareness of the hi-tech sector and the opportunities available.

Our mentors, Dr Jen Truby, Nicola Kirton and Will Froud, provide the students with insights into the world of work, what it is like working for Gamma and their stories of how they got into the tech industry. Following the session, 88% of participants said they were more likely to consider a career in tech.

Our Networks Director continues to work as an Enterprise Advisor working with schools in the Greater Manchester area, supporting with career advice and work experience, as well as promoting graduate and apprenticeship roles. This work also involves liaising with Head Teachers to establish clear links to the curriculum being taught. Whilst the pandemic saw some activities move online, others were placed on hold. We look forward to them recommencing in line with Government advice.



# What next?

There is more to do, and we continue our commitment to working with our staff and stakeholders to address the gender balance. Our action plan continues to evolve, bringing even more focus on diversity and inclusion, talent acquisition practices and data analysis in line with our People Strategy and the growth of the business.

As part of our broader Environmental, Social, and Governance (ESG) strategy we are committed to promoting pay equality by introducing a number of initiatives and measures. These include, but are not limited to, transparent policies and processes underpinned by fair pay principles.

# Additional Disclosure

In November 2019, Gamma announced the acquisition of Telsis and in March 2020, the acquisition of Exactive Holdings Limited (Exactive). Both companies have offices within the UK, as well as Germany and Poland, respectively. Whilst the headcount for both UK locations is below the reporting threshold of  $\geq 250$  employees, we felt it important to voluntarily publish this data. For reporting year 2021, both Telsis and Exactive Holdings Limited will be fully incorporated into the Gamma family.

## Telsis

This is the gender pay gap report for the date of 5 April 2020. The total number of employees at the snapshot date was 19 with 78.95% male and 21.05% female.

- The mean gender pay gap is 19.20%
- The median gender pay gap is 18.65%
- The mean gender bonus gap is 100%
- The median gender bonus gap is 100%
- The proportion of male employees receiving a bonus is 13.33% and the proportion of female employees receiving a bonus is 0%.



Quartile	Males % 2020	Females % 2020
Upper Quartile	80	20
Upper Middle	100	0
Lower Middle	60	40
Lower	80	20

## Exactive

This is the gender pay gap report for the date of 5 April 2020. The total number of employees at the snapshot date was 20 with 80% being male and 20% being female.

- The mean gender pay gap is 25.85%
- The median gender pay gap is 36.33%
- The mean gender bonus gap is 63.19%
- The median gender bonus gap is 0%
- The proportion of male employees receiving a bonus is 68.75% and the proportion of female employees receiving a bonus is 75%.



Quartile	Males % 2020	Females % 2020
Upper Quartile	100	0
Upper Middle	80	20
Lower Middle	80	20
Lower	60	40





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We're a certified Carbon Neutral\* Company. This means you can demonstrate green credentials yourself. By working with us you have a solution that not only helps the environment but also enables you to become greener and conform to new Government environmental policies.