

SimplyBiz Group

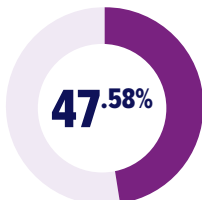
Gender Pay Gap Report 2019

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 based on skills, qualification and experience, regardless of their sex (or any other characteristic set out above). In Q1 of 2020 a full audit of pay and benefits was carried out, which;

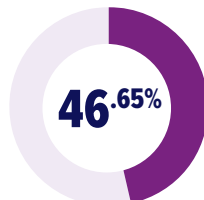
- ensures that all pay reviews for both existing and new staff undergo a corporate governance review
- evaluates job roles and pay grades as necessary to ensure a fair structure
- gives due consideration to experience and qualifications in pay for both male and female staff, as well as the objectives 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 2019):

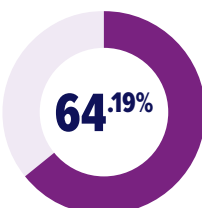
The mean gender pay gap for SimplyBiz Group is



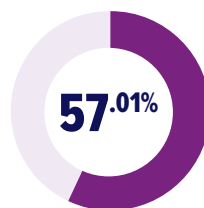
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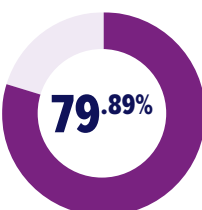
The mean gender bonus gap for SimplyBiz Group is



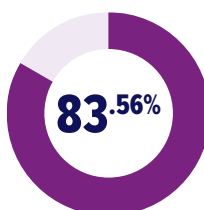
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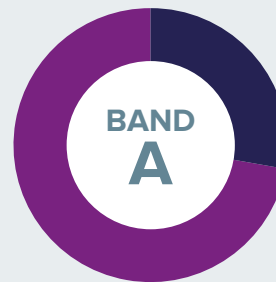
The proportion of male employees in SimplyBiz Group receiving a bonus is



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

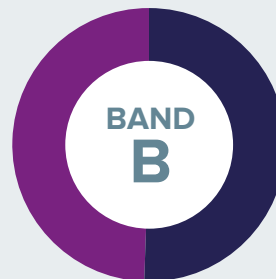


Pay quartiles by gender



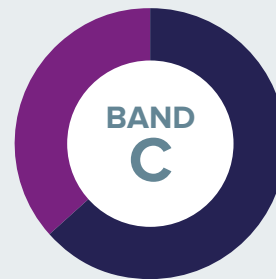
♂ 28.05%
♀ 71.95%

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



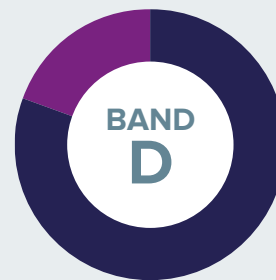
♂ 50.6%
♀ 49.4%

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



♂ 63.41%
♀ 36.59%

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



♂ 80.72%
♀ 19.28%

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 2019.

SimplyBiz Group

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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 currently no female representation 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, 71.95% of the employees in Band A are women and 28.05% men. The percentage of male employees increases throughout the remaining Bands, from 50.06% in Band B to 80.72% in Band D.

The mean gender bonus gap and the median gender bonus gap for The SimplyBiz Group are 47.58% and 46.65%, 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 2019 was 79.89%, whilst for women this was 83.56%. This reflects the qualifying criteria for bonus eligibility.

A new bonus structured introduced in 2020 will provide all staff with the opportunity to receive a bonus related to their performance.

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: SimplyBiz Group is keen to identify and understand any barriers to gender equality and inform priorities for action. As such, (subject to the limitations of GDPR, we maintain and regularly interrogate records pertaining to;

- the proportions of men and women applying for and obtaining internal 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 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 females.
- There has been a decrease of female staff by 2% overall during 2019, and an 1.77% increase in male staff.
 - There has been a slight increase in the mean gender pay from April 2018 which was 44.54%

Actions taken (and planned) since the last report

SimplyBiz Group takes its responsibility to the Gender Pay Gap seriously and has introduced a number of initiatives to address this.

- In 2019, SimplyBiz Group became part of the CIPD Parent Returner Programme, an initiative to help (primarily women) come back into the workplace after a period of absence (typically through caring responsibilities)
- SimplyBiz Group has supported the development and career progression of a number of female staff though investing in Level 7 education programmes
- In 2020, a Talent Acceleration programme is planned to develop women that have been identified as strong candidates for progression to support them in moving forwards
- A programme looking at more flexible working options is currently underway with a view to implementation in Q2 2020, supporting staff that have a need for non standard working patterns.