

## GENDER PAY GAP ANALYSIS – APRIL 2023

### Employee funnel

On 5<sup>th</sup> April 2023 we had 255 employees; these relevant employees were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only employees who received their full pay during the pay period that includes the 5<sup>th</sup> April 2023 were used to measure the gender pay gap and pay quarter data. This meant that three women were excluded because they were on reduced-pay leave.

Of the remaining 252 full-pay relevant employees, 137 were men and 115 women giving a gender balance of ~54:46. This is a year-on-year increase in our workforce of over 20% with a 3% greater shift toward 50:50 gender representation.

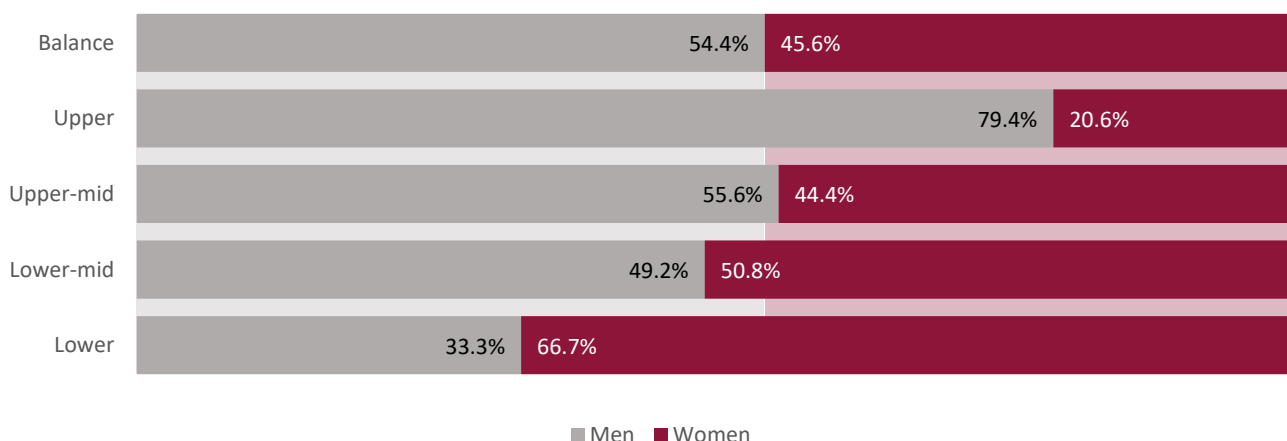
### Distribution of employees across our pay range

The chart below shows our gender balance followed by the gender distribution across the four quarters of the pay range (from highest to lowest pay).

The background shading shows our overall gender balance and allows us to see where we deviate from this balance in each quarter. We believe that any analysis should ultimately return to a discussion about the actual men and women that populate our pay range. This analysis shows us that we have two main areas where the gender representation is misaligned. In the lowest paid 25% and in the highest paid 25%. To achieve a fairer gender representation throughout our pay range, 16 men and 16 women would have to swap across the median line (between the upper middle and lower middle pay quarters). Obviously, we can't just pay women more to ascend, so this needs to be planned across our attraction, promotion, and retention work strands.

It is of value to understand that most roles in our lower pay quarter are made up of early career professional jobs, those being Coordinator, Associate or Analyst level roles within our different functions. Apprentice and intern roles also feature in this pay quarter. We are committed to encouraging greater diversity in the technology sector overall and, while the gender imbalance in the lower pay quartile is caused by having more women working at this pay level, we feel confident that this will help to contribute to better gender equality in future years as these professional young women grow in their careers, whether within Digital Catapult or in other parts of the technology sector.

In our upper pay quarter, we recognise that we need to make a more of a concerted effort to address this imbalance. Our Senior Leadership Team is 44% women (under 2% less than our overall gender balance), but below this the imbalance starts to show. With our ambitious and high growth rate (c. 20% per annum) coupled with a need to hire at pace in a competitive job market, we have not always been able to attract a balanced shortlist of candidates for our roles. This is further exacerbated by the niche, mainly male-dominated roles we must fill from time to time. In the coming years, with more resources now in place, we will work towards improving this position, by considering how we present our opportunities in the market and where we search for candidates.



### Gender pay gap

This table shows the mean and median percentage differences between the adjusted hourly rates paid to each gender.

It is an aggregated, blunt tool and while the mean may tell us about the dominant gender of the highest paid employees, the median is no substitute for the full representational picture.

Due to the leavers and joiners since 2022, our median pay gap has increased because of the shift in the midpoint of female worker's pay. Of the 75 new employees in this year's data, 50% were women and 31 of those 38 women have filled positions that pay below the midpoint of pay. As detailed above, these roles are typically early career professional level roles.

Pay Gap	2023
Mean	23.0%
Median	22.4%

### Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5<sup>th</sup> April 2023.

The two factors that lead to big changes in bonus gap figures are: a) the size and range of the payments being measured and b) the relatively low numbers of values being measured. In 2023, we only paid bonuses to 61 people (less than one quarter of the workforce). These ranged from £250 (typically Spot Bonuses in recognition of effort for a particular piece of work or project) to more significant performance related contractual bonuses.

Due to the high numbers of new joiners, the percentage of bonuses paid out this year has dropped.

Bonus Gap	2023
Mean	40.5%
Median	66.7%

Bonuses paid	2023
Men	21.9%
Women	26.3%

## Compliant Information

Category	Relevant Employees	Full-pay Relevant Employees
Male	137	137
Female	118	115
<b>Total</b>	<b>255</b>	<b>252</b>

Pay Quarter	% Male	% Female
Overall	54.4%	45.6%
Upper	79.4%	20.6%
Upper Middle	55.6%	44.4%
Lower Middle	49.2%	50.8%
Lower	33.3%	66.7%

Pay Gap	Mean	Median
	23.0%	22.4%

Bonus Gap	Mean	Median
	40.5%	66.7%

Bonuses paid	% Male	% Female
	21.9%	26.3%

### Confirmation statement

I confirm that the information contained in this report is accurate.

*David Bletso*

David Bletso  
Chief Financial Officer

Analysis by

