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Gender Pay Gap

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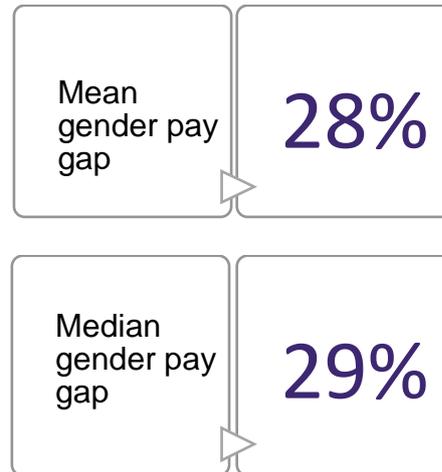
Introduction

This report complies with the requirements for gender pay gap reporting. All UK companies with 250 or more employees at the “snapshot date” of 5th April 2018 are required to publish details of their gender pay gap. At 5th April 2018, we employed 237 men and 85 women.

This report will be published on Bell’s website and www.gov.uk/genderpaygap.

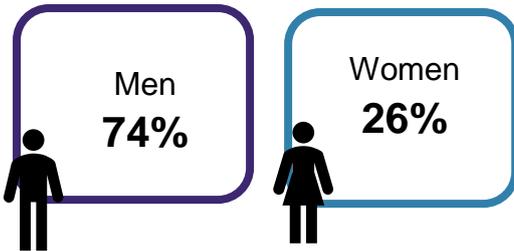
The purpose of gender pay gap reporting is to use the information to understand any underlying causes for the gender pay gap and take suitable steps to minimise it.

snapshot date of 5th April 2018. Hourly pay for this purpose includes basic pay, bonus or commission pay and other allowances but excludes overtime.

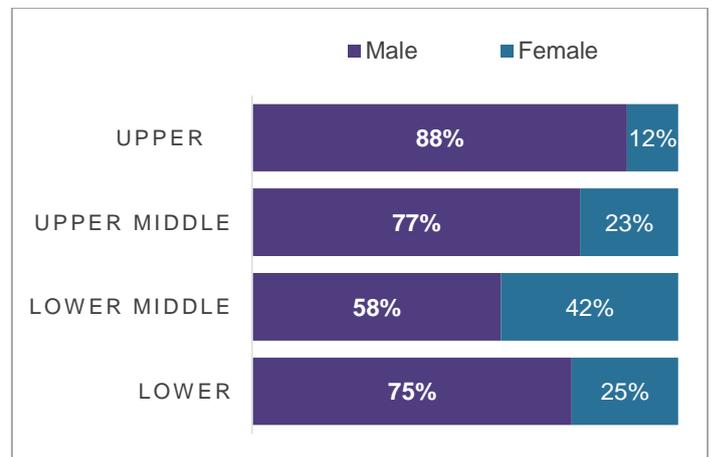


Gender split of employees

As at 5th April 2018, our gender split of employees was:



Proportion of men and women in each quartile pay band



Gender pay gap versus equal pay

The government’s requirements focus on the gender pay gap, this is the difference between average earnings of men and women irrespective of role or seniority.

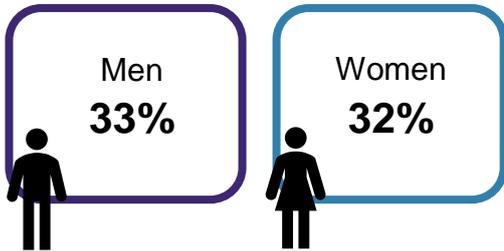
This differs from equal pay which considers pay differences between individuals performing the same or equal work. Bell aims to reward men and women equally for the same or similar jobs.

Gender pay gap

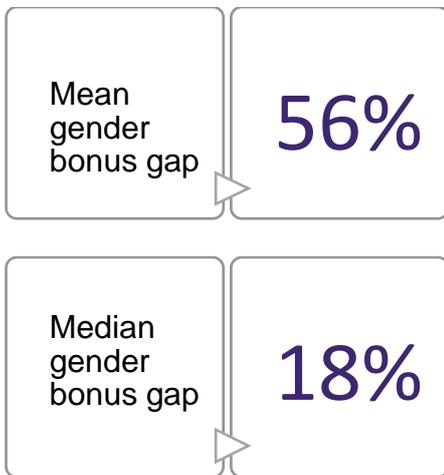
The gender pay gap shows the difference between the mean (average) and median (mid-point) earnings of men and women, expressed as a percentage of men’s earnings. The gender pay gap is based on hourly rates of pay as at the

Bonus gender pay gap

The proportion of men and the proportion of women receiving a bonus in 2017/18 was:



The bonus gender pay gap is based on bonus and commission payments received in the 12 month period ending April 2018.



Employment market context

The technology sector is a male dominated sector. Only 3 out of 10 technology employees are women (source: R Jones, 26/2/18, "Is there a Gender Pay Gap in the Technology Sector").

Bell's workforce is a mix of sales, technical, logistics and management/administrative roles and is distributed across the UK.

Bell's distribution of men and women across the various functions largely reflects the market, and in particular, the technology marketplace.

Technical roles in the market are predominantly fulfilled by men. Senior sales roles in the IT industry are also predominantly held by men. Both tend to be higher paid roles. Sales roles in particular attract higher variable earnings. Warehouse and logistics functions tend to be lower paid and dominated by men.

Understanding the gap

Within Bell, men outnumber women in the sales, delivery & operations (consulting, project management, IT engineers) and logistics functions. Women outnumber men in finance, HR, purchasing and sales support functions. Bell has two women in Executive roles.

Overall within Bell, females have lower pay and bonuses than male employees, though it should be noted that this is simply an overall gender pay gap and not an indication of pay differences by role type.

Men dominate in every pay quartile, low to high. The Lower and Upper Middle quartiles both reflect the gender split in Bell.

Relative to the gender split in Bell, women have greater representation in the Lower Middle quartile and a proportionately lower representation in the Upper quartile.

The proportion of men and women receiving a bonus is equivalent. In the reporting period, one particularly high commission payment skews the mean average.

Bell's commitment

Bell are committed to bringing a better gender balance to our workforce and we actively encourage women to apply for technical and senior sales roles but our experience is there is a limited supply in the market. It will take some time and a shift in the technology market to bring about change.

Having said this, Bell will continue to do what we can within that context:

- We will continue to focus on recruitment activities to encourage applications from under-represented genders in each function.
- We will continue to monitor salaries of men and women in the same jobs.
- Bell will monitor other potential indicators of gender imbalance for-example, numbers of part-time workers, reasons for leaving, flexible working requests.



Alex Kennedy
HR Director

Definitions

A **mean average** adds up all the values and divides by the number of values in the list. Mean averages are useful as a good overall indication but very large or small pay rates may distort the answer. With bonuses, for example, one very large bonus will dominate the results.

A **median average** lists all the values in numerical order and selects the middle value. Median averages are useful to indicate a 'typical' situation and are not distorted by very large or small values, but may miss some gender pay gap issues at either end of the scale.

Full pay relevant employees are those employees that are employed as at 5th April 2018 and received full pay in that pay period. Anyone receiving statutory paternity, maternity or sick pay, or other unpaid time during that month is excluded. Full pay relevant employees are used to identify the gender pay gap.

Ordinary Pay includes basic pay, car allowances and other allowances paid during the April 2018 pay period and bonus/commission pro-rated to the pay period. It does not include overtime or benefits-in-kind.

Relevant employees are all employees employed as at 5th April 2018. Relevant employees are used for bonus pay gap calculations.

Bonus includes performance bonuses and commission payments paid in the twelve month period ending on the 5th April 2018.