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UK Gender Pay Gap

5th April 2020

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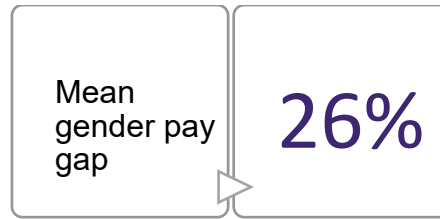
Classification: PUBLIC

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 2020 are required to publish details of their gender pay gap. At 5th April 2020, we employed 323 men and 110 women in the UK.

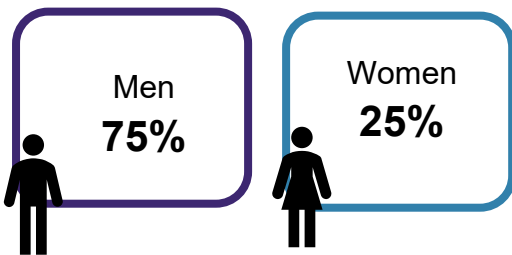
This report will be published on Bell's website and www.gov.uk/genderpaygap.

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.

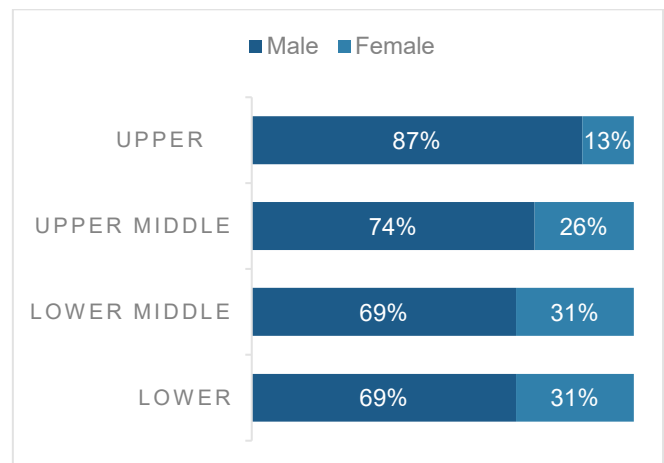


Gender split of employees

As at 5th April 2020, 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.

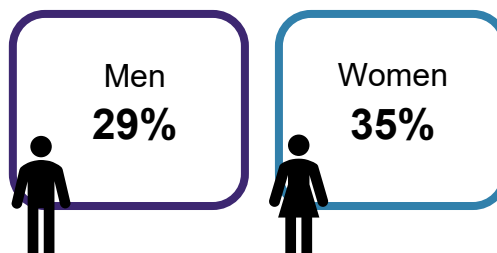
This differs from equal pay which considers pay differences between individuals performing the same or equal work. Bell aims to reward men and women equally for the same or similar jobs.

Gender pay gap

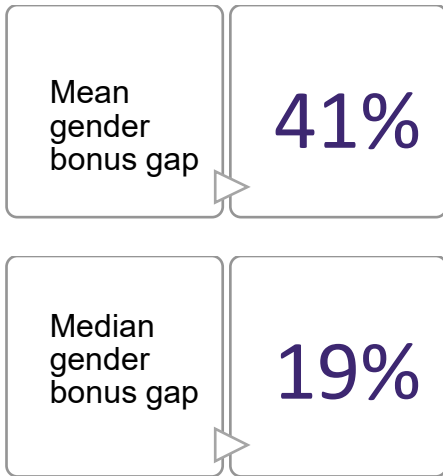
The gender pay gap shows the difference between the mean (average) and median (mid-point) earnings of men and women, expressed as a percentage of men's earnings. The gender pay gap is based on hourly rates of pay as at the snapshot date of 5th April 2020. Hourly pay for this purpose includes basic pay, bonus or commission pay and other allowances but excludes overtime.

Bonus gender pay gap

The proportion of men and the proportion of women receiving a bonus in 2019/20 was:



The bonus gender pay gap is based on bonus and commission payments received in the 12-month period ending April 2020.



Employment market context

The technology sector is a male dominated sector. Women make up just 17% of IT specialists in the UK, and data shows the number of women in the tech sector has barely moved in the last 10 years. (Source: The Guardian, Ten years on, why are there still so few women in tech? Jan 2020)

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 attract higher variable earnings. Warehouse and logistics functions tend to be lower paid and dominated by men.

Changes since the last report

Bell's UK workforce has grown significantly since the last reporting date, 5th April 2018, from 322 to 433 employees, a growth of 35%, although the gender split has remained static.

Headcount growth in the period has been due to both new hires and teams transferring in through TUPE. In total, 201 new employees joined the company since April 2018, of these 26% are female and 74% male, which includes 35 TUPE joiners, of which only 4 are female.

Positive changes are evident. Whilst slight, the mean gender pay gap (2% change) and median gender pay gap (7% change) have reduced.

The number of women receiving a bonus now slightly exceeds men. Further, there is a notable reduction in the mean gender bonus gap, previously 56% and now 41%.

Understanding the gap

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

Notably, the number of women in senior leadership roles has increased, with four women in Executive roles. In other areas of the business we have also seen women being promoted into senior roles in service delivery management, operations management, and recruitment. Bell's system integrator business is headed by a female CEO.

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.

Bell's commitment

Bell remains committed to bringing a better gender balance to our workforce and is actively taking steps to change the diversity of our workforce:

- Bell improved family related benefits, enhancing maternity and paternity benefits.
- Bell has adopted greater flexible working.
- Bell will continue to focus on recruitment activities to encourage applications from under-represented genders in each function.
- Bell continues to monitor salaries of men and women in the same jobs.
- Bell monitors other potential indicators of gender imbalance for-example, numbers of part-time workers, reasons for leaving, flexible working requests.

Bell is now a Signatory to the Tech Talent Charter (TTC).

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 2020 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 2020 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 2020. 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 2020.