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# UK Gender Pay Gap

5<sup>th</sup> April 2021

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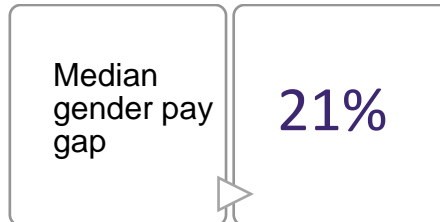
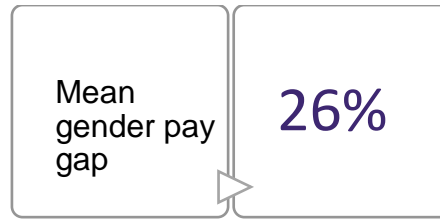
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## Introduction

This report complies with the requirements for gender pay gap reporting. All UK companies with 250 or more employees at the “snapshot date” of 5<sup>th</sup> April 2021 are required to publish details of their gender pay gap. At 5<sup>th</sup> April 2021, we employed 331 men and 124 women in the UK.

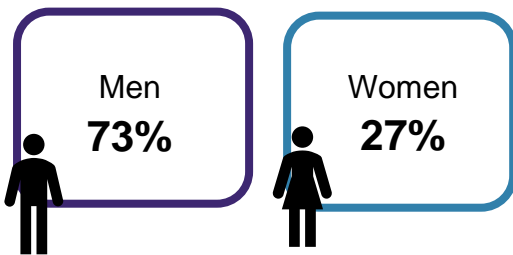
This report will be published on Bell’s website and [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap).

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.

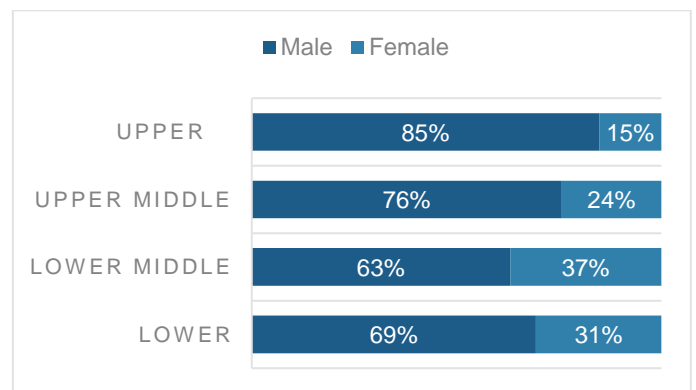


## Gender split of employees

As at 5<sup>th</sup> April 2021, 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.

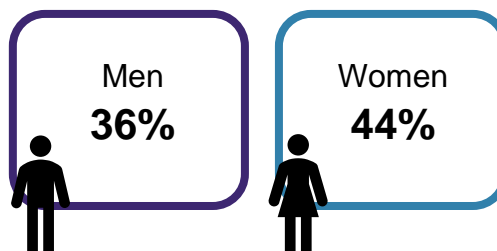
This differs from equal pay which considers pay differences between individuals performing the same or equal work. Bell aims to reward men and women equally for the same or similar jobs.

## Gender pay gap

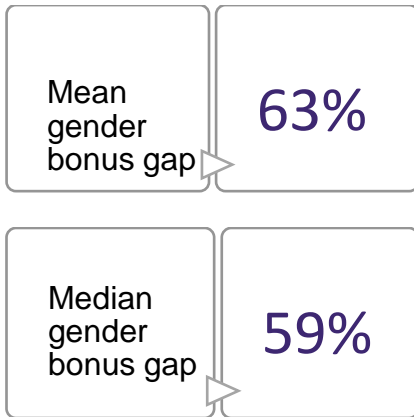
The gender pay gap shows the difference between the mean (average) and median (mid-point) earnings of men and women, expressed as a percentage of men’s earnings. The gender pay gap is based on hourly rates of pay as at the snapshot date of 5<sup>th</sup> April 2021. Hourly pay for this purpose includes 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 2020/21 was:



The bonus gender pay gap is based on bonus and commission payments received in the 12-month period ending April 2021.



### Employment market context

It is reported that the number of women working in technology is increasing and although this is positive progress data still shows that women are widely underrepresented in IT. Women represent only 10% of UK Technology leader roles. (Source: ComputerWorld.com, Women in tech: what’s the landscape look like in the UK? March 2021)

The technology sector continues to be a male dominated sector.

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 also attract higher variable earnings.

### Changes since the last report

Bell’s UK workforce has had a small growth in the last year since the last reporting date, 5<sup>th</sup> April 2020, from 433 to 455 employees, a growth of 5%, the gender split shows an improvement of 2% for women in the organisation.

The period 2020 to 2021 was a particular difficult one due to the Covid-19 pandemic and the small increase in headcount is due to a lack of movement within the job market caused by financial uncertainty felt across the country.

In total, 72 new employees joined the company since April 2020, of these 33% are female and 67% male.

Although there has been no change in the mean gender pay gap since last year’s report, there is a slight improvement in the median gender pay gap with a 1% reduction, and little change in representation across the quartile pay bands.

Whilst the proportion of both men and women receiving a bonus increased in the period, there has been a notable increase in both mean and median bonus gaps. This is most

likely explained by a number of small pandemic related one-off bonuses awarded to back office female dominated teams.

### 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.

Bell continuous to employ women in senior leadership roles, there are currently five women in Executive roles. In other areas of the business certain departments are headed by women in Recruitment, Client Dedicated services, Shared Operation Services, Internal IT, Procurement Operations and Finance. Bell’s system integrator business continues to be 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.

To demonstrate this commitment, Bell is involving employees from across the business in a number of workstreams with activity focusing on diversity & inclusion, hybrid working, employee experience and wellbeing.

In addition,

- Bell continues to support 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 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 5<sup>th</sup> April 2021 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 2021 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 5<sup>th</sup> April 2021. 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 5<sup>th</sup> April 2021.