

Claranet Gender Pay Gap

April 2017





We are committed...

Claranet are dedicated to maintaining a diverse and balanced workforce. We want our workforce to bring new and different perspectives, fuel innovation and feel valued. Claranet are committed to supporting women in the workplace and will continue to work hard to close the gender pay gap."

**Mina Raeburn,
HR Director, Claranet UK**



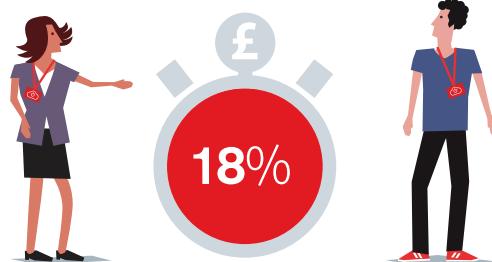
What is Gender Pay Gap?

The gender pay gap provides a snapshot of the male and female average earnings to show the gender balance within an organisation.

Due to new legislation, an organisation with 250 or more employees must publish this information annually to reveal the average pay of male and female staff. The figures measure the average earnings of all employees and highlight the difference in pay between the genders irrespective of their level of seniority or position within the organisation.

It is important to note the difference between the gender pay gap and equal pay. Equal pay ensures males and females are paid the same for equivalent work. This is something Claranet adhere to and we are confident through reporting and analysis that these obligations are met.

What is our result?



Mean gender pay gap in hourly pay*

*The difference between the average of men's and women's hourly pay. This includes all employees for the whole of the business.



Median gender pay gap in hourly pay*

* the difference between the midpoints in the ranges of men's and women's pay using a median average. This includes all employees for the whole of the business.



Median gender bonus gap*

*the difference between the midpoints in the ranges of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.

What is our result?



Mean gender bonus gap

* the difference between the average of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.



Percentage of males and females receiving a bonus payment*

*The proportion of males and females in the business receiving a bonus as part of their pay. This figure is based on all employees in the business.



Proportion of males and females in each pay quartile*

*The proportions of male and female employees in each four pay bands based on the overall pay range. D represents the highest paid in the business and A, the lowest.

Working to close the gap

The industry average for women working in technical roles sits at 17% in the UK. Claranet is a technology business and more men work in technical and sales roles in the organisation compared to women. We consider this one of the main reasons for the gap and are already working on steps to improve this.

Due to recent hiring, 42% of our Management Team are now female which has continued to increase in the 12 months following the date this data was pulled. We are continuously working on improving opportunities with our staff through family friendly working initiatives, work-life balance improvements and flexible working practices.

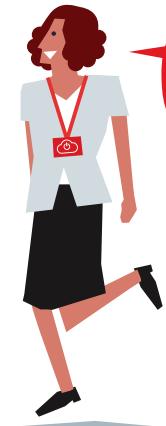
We have a robust recruitment process with an inclusive approach allowing for smarter more efficient hiring. In addition, management training programmes help develop and retain females within the business. We are also offering apprenticeship programmes to support and train women in technical roles.

Female students taking computer science at A Level is at 7% and less than half of females who study IT at school go on to work in an IT role. We want to encourage students from recent school leavers through to graduates to consider starting their careers in Claranet. Going forward, we have an aspiration to reduce this pay gap year on year until we reach a 50:50 gender parity.





I have been encouraged to progress to new roles...



I have progressed to running a successful team of Service Desk Analysts...



I am empowered to be the best I can be...



The opportunities offered to me have been invaluable

Emily Mann

Head of Customer Service
6 years at Claranet

"Throughout the time I have worked for Claranet, I have been encouraged to progress to new roles, take on new challenges and step out of my comfort zone. I have a very successful career at Claranet where I have gained a wealth of experience. The sector within which we operate is naturally male dominated but this has not stopped me from being presented with opportunities and you absolutely get out what you put in at Claranet."

Sian Ellison

Service Desk Team Leader
6 years at Claranet

"Six years ago I joined Claranet as a temp, fresh out of university with no clear career direction. In that time, through the training, guidance and opportunities presented to me, I have progressed from logging my hours on a weekly timesheet, to running a successful team of Service Desk Analysts. The support offered to me has been invaluable in helping me form a successful career and establish myself as a valued member of the Claranet team."

Yvette Serrell

Credit Control Manager
3 years at Claranet

"I feel very fortunate to have been given so many opportunities to help contribute to the overall success of our business. Whether it's rewarding a successful team, focusing on process improvements or building long lasting relationships with our customers, I am empowered to be the best I can be. I have the continuous support and encouragement that I need to deal with new challenges whilst at the same time working for an employer that recognises and believes in its greatest asset - the people that work here."

Kirsty Fraser

Senior HR Business Partner
13 years at Claranet

"My career at Claranet now spans 13 years where I have been encouraged and supported to develop within my chosen field of Human Resources, starting out as an HR Administrator to now a Senior HR Business Partner managing a team of 6 incredible ladies. The opportunities offered to me have been invaluable and I have thoroughly enjoyed being part of Claranet changing from an ISP into what it is today."

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Claranet is striving to be a business that is at the forefront of equal opportunities and reward, by helping women to get into technical roles and senior roles within the business. Going forward, we have an aspiration to reduce any pay gap year-on-year.”

Michel Robert

Managing Director, Claranet UK



If you have any questions about
Claranet's Gender Pay Gap,
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