

# Claranet Gender Pay Gap

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April 2018



# “ We are committed...

During 2018, Claranet were dedicated to supporting women in the workplace and reducing the gender pay gap that was identified. As a result, Claranet has minimised the gender pay gap for both mean and median averages in hourly pay. Going forward, we will continue to focus on improving our gender pay gap year on year and will ensure this remains high on our people agenda.

**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.

## **Difference between the 'Gender Pay Gap' and 'Equal Pay'**

“The Gender Pay Gap” is the difference in the average earnings of all employees and shows the difference in pay between the genders irrespective of their level of seniority or position within the organisation. The benefit of this is that it captures pay differences between males and females on a broad level.

“Equal Pay” is where a person of one gender receives less money than the other gender for carrying out the same or similar job. Claranet regularly monitors and benchmarks employees' pay to ensure equal pay obligations are met. Having a gender pay gap doesn't mean employers are paying women less for the same or comparable role that a man is undertaking.

# 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.

# What a **difference** a year makes



	2017				2018			
Mean gender pay gap in hourly pay	18%				+ 12%			
Median gender pay gap in hourly pay	28%				+ 24%			
Mean gender bonus gap	28%				55% -			
Median gender bonus gap	72%				+ 65%			
Percentage of males and females receiving a bonus payment	FEMALE		MALE		+		-	
	34%		35%		FEMALE 39%		MALE 28%	
Proportion of males and females in each pay quartile	A	B	C	D	A	B	C	D
	FEMALE 37%	FEMALE 27%	FEMALE 19%	FEMALE 18%	FEMALE 32%	FEMALE 22%	FEMALE 22%	FEMALE 17%
	MALE 63%	MALE 73%	MALE 81%	MALE 82%	MALE 68%	MALE 78%	MALE 78%	MALE 83%

+ POSITIVE RESULT - NEGATIVE RESULT

# Working hard to close the gap

**In 2018, Claranet reduced the gender pay gap for both mean and median averages in hourly pay. A result that we are extremely proud of in a heavily male dominated industry. Some studies suggest the technology industry is represented by 75% men\*, leading to the gender pay gap in this sector being above the UK average at 12.5 compared to 8.6\*.**

Claranet are below the average across the technology industry, reflecting our dedication to promoting diversity and improving opportunities for females. We have been actively hiring females into senior positions within different areas of the business and now have women representing a large proportion of the Senior Management Team.

In addition, talent acquisition continues to be an invested area of the business. This has allowed us to develop our recruitment strategy and devote time to reach out to the communities around us. We have attended careers fairs at local universities around the UK where we have spoken to prospective graduates about a variety of roles within Claranet and promoted the success stories of our female employees across the business. We've also encouraged the hiring of apprenticeships which has been met with positive feedback and an increase in the diversity of our workforce.

As well as this, we strive to focus on flexible working and actively promote family friendly practices leading to an improved work-life balance for our employees. Our Employee Net Promoter score following these initiatives is going from strength to strength. We believe a diverse and happy workforce is the key to organisational success and we will continually strive to reduce and eliminate our gender pay gap.

\*Mercer

\*Office for National Statistics (GB)



Claranet has encouraged me to develop my skills...

## Gina Lancaster

Programme Office Administrator  
**8 years at Claranet**

"I have been with Claranet for 8 years now. I have been so fortunate to have changed roles and learned new skills regularly. My moto is "Every day is a school day". Claranet has encouraged me to develop my skills and have given me the opportunity to gain many qualifications including ITIL and PRINCE2 Project Management. I have moved from being a Service Desk Analyst to Junior Project Manager and have had support and encouragement from my peers. In a predominantly male environment, I am made to feel equal to all my colleagues and I am very happy to be part of this great diverse environment."



At claranet I'm never made to feel anything other than equal...

## Lisa Jones

Account Director  
**10 months at Claranet**

'As a woman in IT, working with mostly male colleagues and managing clients consisting of a majority of men in senior IT positions, sometimes being the only female in a meeting room can make you consider the balance within our sector as a whole. Fortunately, Claranet has always been supportive in such environments and have ensured I've been given the opportunity to attend key global events and relevant training which helps bolster confidence and capability in order to deliver to my objectives as per my job, rather than be distracted or demeaned. Here I'm never made to feel anything other than equal'.



At Claranet I always feel valued and encouraged...

## Tanaz Gould

Consultancy Director  
**1 year at Claranet**

"Claranet has a strong culture that values initiative and encourages colleagues in all areas to be bold, develop and grow in line with their ambitions. That is why I decided to re-join Claranet when the opportunity arose to lead the Consultancy Practice. We are operating in a fast paced and sometimes challenging environment, but I always feel valued and encouraged to take calculated risks. We have also implemented a succession planning program that allows us to focus on developing talent and to lay out a clear path for career progression. All of this makes the imaginative glass ceiling in Claranet non-existent."



Claranet is an excellent example of how the world has changed...

## Michelle Reilly

Head of Security & Compliance  
**8 years at Claranet**

"When I started my career 25 years ago I faced many challenges as a female engineer. Claranet is an excellent example of how the world has changed since then. I have worked here for over 8 years and the reasons I have stayed are simple. The business makes me feel valued, challenges me and puts their trust in me. I have learned so much and worked with great people. This is a progressive, constantly changing business and I am very glad to be part of it."



Our focus in 2018 was to strive to be a business that is at the forefront of equal opportunities and reward by helping women transition into senior and technical roles within Claranet. Today a large proportion of our management team are now female which reflect our dedication to promoting diversity and improving opportunities for females. Moving forward we will continue our effort to maintain a diverse and balanced workforce to bring new and different perspectives, fuel innovation and improve engagement.”

**Michel Robert**

Managing Director, Claranet UK



If you have any questions about Claranet's Gender Pay Gap, don't hesitate to contact our HR team:

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