Claranet
Gender Pay Gap
Our 2020 results
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 current 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***

20.6%

*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***

21%

*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***

27.1%

*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.*

Female: £45.8%

Male: £42.7%

**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.*

Female: 33.3%

Male: 33.3%
What is our result?

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.
Comparing the difference in a year

Claranet Gender Pay Gap - 2020

POSITIVE RESULT
NEGATIVE RESULT
What do our 2020 results mean?

The results this year are mixed.

We can celebrate in some areas and there are others where we need to improve in. The mean and median pay gap has increased and decreased by roughly the same amount respectively, which means we have not seen a big change.

We are, however, seeing an increase in the numbers of females in the mid to upper-mid level quartiles, which means there is an increase in women in the more mid to senior level positions of the business. This is a positive step and one we strive to continue by instilling a culture of flexible working practices, enabling more females to work in more senior roles.
The Gender Pay Gap result varies depending on what role you work in. The ONS in 2020 shows us a breakdown of the % gap between male and female pay in the below categories:

- **IT engineers**: 36%
- **IT user support technicians**: 19%
- **IT business analysts, architects and system designers**: 12%
- **IT and telecommunication professionals**: 11%

The gender pay gap among all employees, irrespective of industry, was 15.5% in 2020, down from 17.4% in 2019.
Claranet strives to improve opportunities for women in all areas of the business. The HR and Management Teams are working closely on Diversity and Inclusion initiatives to support the reduction in the gap in pay between men and women. One big win in the last year was becoming a signatory with the Tech Talent Charter (TTC) who pride themselves on bringing organisations together to drive greater diversity and inclusion within the Technology sector. We are excited to be a part of this exciting movement and our goals align with the TTC whereby our main aim is that the UK technology sector reflects our society and becomes truly inclusive.

We are committed to driving Diversity and Inclusion in a measurable way and have ensured our Recruitment strategy supports this. In the technology sector primarily, we see more males than females working in highly technical roles. These types of roles are well paid and make up a large percentage of the workforce. By employing women via various technical apprenticeship schemes and encouraging promotional opportunities, we will ensure we have a strong pool of women ready to step into not only management roles, but the highly technical positions in the future. We actively encourage internal promotions and invest in a training budget which has been utilised continuously in both leadership and technical courses by females in the business. As well as this, Claranet's SMT continues to represent a split between men and women, which is essential to leading a diverse workforce and promoting equality.

The gender pay gap has remained close to zero for the majority of employees under the age of 40. What this shows is that working mothers are often impacted by the pay gap, due to being more likely than men to work part time in non-managerial roles. To combat this, Claranet hopes to see a reduction in the gap following Covid-19, whereby even greater flexibility will be offered in the form of home or hybrid working, leading to a healthier work-life balance, by offering families greater flexibility around childcare commitments.

Claranet genuinely believes our best asset is the amazing people that work here. Organisational success comes from a diverse, inclusive and happy workforce and we will continue to work hard to reduce, and eventually eliminate, our gender pay gap.
Charlotte Collins  
Project Manager  
5 years at Claranet

'I've been at Claranet for nearly 5 years now and the standout for me is the people. Claranet has such a friendly, diverse, 'family feel' culture and it is obvious to me how much time and effort is invested into staff wellbeing. I have always felt extremely well supported in my career development, in terms of both professional training as well as having the opportunity to transfer internally; something which I know is also widely appreciated by many of my peers. Working in such a male dominated industry, it’s amazing to see so many inspirational women around me at Claranet, particularly paving the way in Senior and Management positions.'

Geri Goldie  
Head of Customer Success  
5 years at Claranet

"Claranet’s commitment to focussing on diversity and inclusion is one of the many reasons why I really enjoy working here. In my five years at Claranet I have felt supported by all colleagues and, as Claranet have a considerable number of women in senior positions, I feel that there are several strong role models to aspire to. My opinion is valued and I have good opportunities to develop; for me Claranet listens to all opinions and wants everyone to have the opportunity to do well.”

Parinder Kamboz  
HR Business Partner  
15 months at Claranet

"I have been at Claranet for 15 months now and I feel that Claranet is fully vested in its people and their overall wellbeing. As a HR Business Partner, I am part of the leadership team of my area which enables me to have full visibility of the commercials of the business which in turns provides me with an opportunity to make an impact through various talent initiatives. I have full flexibility to perform my role and achieve a healthy work life balance. Our leaders are supportive importantly, listen to new ideas and make progress based on the market trends. I am optimistic about my career and growth at Claranet and I look forward to making an impact to Claranet’s progressive journey.”

Helen Cookson  
Lead IT Support Engineer  
6 years at Claranet

"The world of IT has changed considerably since I started working in IT over 10 years ago. Early in my career I was usually the only woman in a technical role and people were often surprised to have a female IT Support Engineer. Thankfully the working world is changing and thanks to the support from Claranet, it is common to see women in roles such as mine within the business. Women can succeed at Claranet and it is a company where everyone’s voices are heard regardless of gender. It is great to be working every day with inspiring women in leadership roles.”
Claranet fully support the UK government’s efforts to shine a spotlight on the gender pay gap and address any inequalities women face. As a business, we are committed to ensuring we maintain the diverse and balanced workforce that makes the company operate so effectively and we are working hard on a number on initiatives to achieve gender parity.

We have taken a long-term view and understand results won’t come overnight, but what we aim for is to increase the representation of females across the board and the initiatives that help us achieve this may take some time. That will not, however, deter us and we will continue to encourage each and every one of our employees to thrive and feel valued.”

Mina Raeburn
HR 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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