What is the 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. Since 2017, 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 highlights 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 average earnings of all employees and shows the difference in pay between genders irrespective of their level of seniority or position within the organisation. The core benefit of this captures pay differences between males and females on a broader 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.
Our 2022 result

Mean gender pay gap in hourly pay*
12% Male
27.2% Female

Median gender pay gap in hourly pay*
17.8% Male
23.8% Female

Median gender bonus gap*
65.2% Male
19% Female

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

*The difference between the midpoints in the ranges of men’s and women’s pay using a median average. This includes all UK employees.

*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.
Our 2022 result

### Mean gender bonus gap

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<th>Female</th>
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<tr>
<td>£</td>
<td>£54</td>
<td>£42.7</td>
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*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*

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<td>%</td>
<td>33.3</td>
<td>54</td>
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*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.*
Our 2022 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
Comparing the difference in a year
What do our 2022 results mean?

Claranet’s pay gap results from April 2022 to 2021 are varied. We are proud to highlight that since April 2021 Claranet have reduced its gender pay gap for both the mean and median hourly rate by 6.18% and 5.81% respectively. Female representation has also increased in bands B and C since 2021, however, there are still several areas Claranet can improve on. One area which has been highlighted for improvement is the overall percentage of female representation in the upper quartile D, this has reduced by 0.75% in 2022.

Upon reviewing our data, we can see improvements that have been made in our areas of concern from our 2021 report (female representation in our mid to senior level positions). Whilst we can identify measurable improvements in this area, we continue to work to further improve.
The GPG among all employees, irrespective of industry, was 15.4% in April 2021, this was 14.9% in April 2020, but this is still overall, down from 17.4% in April 2019. Interpreting average earnings data has been difficult in 2021 due to the Covid pandemic. At this snapshot pay period, there were estimated to be approximately 3.7 million employees on furlough. Overall, the GPG continues to decline, falling by approximately a quarter over the last decade.

What is the industry average result?

The GPG decreased to 14.9% in 2022, from 15.1% in 2021, but is still lower then the levels seen in 2019 of 17.4%. The GPG has continued to decline slowly. Over the last decade it has reduced by approximately a quarter, this is among both full-time employees and all employees.
As a signatory of the Tech Talent Charter (TTC), we have participated in their benchmarking and data submission project for two years. The 2021 report was published in March 2022, enabling us to use this data to compare our stats and our position compared to UK tech sector and against the other TTC signatories.

Using this data and insights we will aim to drive more engagement from our existing workforce to improve our % age completion of D&I data in Sage. Obtaining more data, will provide us with a relevant picture on the demographics of our workforce which will help us to design and deliver targeted D&I initiatives.

As part of our commitment to drive inclusion and diversity whilst increasing our representation of women within Claranet we have introduced our Gender Equality Network – an internal group working together to discuss ways in which we can increase gender diversity within Claranet. The group also seeks to influence the tech sector with involvement in local and national events, talks and initiatives. The group also gives members the opportunity to support each other with idea's, discussions and keep updated with relevant events.

We are in continuing to work on our FY23 Strategy for D&I and Gender Equality and currently focused on engagement from the wider company to ensure we have a solid and accurate understanding of where we are currently and where we want to be.

Women account for only 17% of our employees in the UK (in-line with industry average for the tech sector), and this number, while improving, presents a challenge for technology companies looking to achieve a greater gender balance.
Working hard to close the gap

To aid this and to encourage more young women into Cyber, this year we have become members of Cyber First, a NCSC backed initiative. CyberFirst has as a programme of opportunities helping young people explore their passion for tech by introducing them to the world of cyber security. They also host a broad range of activities, and we will be looking to get involved with a girl's only competition to help recognise opportunities within the sector further, in the hope this will give them the confidence and ambition to proceed with higher and more senior positions within the industry in the future.

We recognise that there is no overnight solution to balancing the gender split within these roles, but we will continue to offer opportunities such as the above and support more women into technical roles, apprenticeships, promotions, and training opportunities. Our Talent team also attended the Women in Tech Global conference in June 2022 which provided them with the chance to listen to a panel of inspirational speakers, who were imparting useful advice, asking challenging questions, and encouraged thought provoking introspection.

Some of our wellbeing initiatives over the past 12 months have supported the over 200 women in the business. One of the ways we did this has been through celebration and education, such as International Women’s Day where we delivered training and coaching on Imposter Syndrome, discussed in depth topics such as menopause, women’s health and work life balance which was available to all.

These sessions allowed employees to share worries and struggles with one another whilst also sharing strategies and support that could be used to help re-set and re-focus. Some of these sessions had particular focus on working mums and the additional pressures they tend to face and how best to combat some of these issues whilst regaining a healthy work-life balance which was support by all employees across the business. We are proud that our workforce acknowledges, supports and celebrates women in the business.

Our proudest achievement internally continues to be our Senior Management split, having an spilt of 40% men and 60% women which is essential to leading a diverse workforce and promoting equality.
Antara Chesetty  
Talent Acquisition Specialist  
"I feel grateful everyday to work alongside strong, brilliant, and kind women. Claranet is extremely diverse, and it is amazing to be a part of the inclusive work culture. I value working at Claranet as I have always felt respected. I feel like Claranet can give individuals the chance to grow personally and professionally. It is great to be a part of such an inclusive company where all employees are valued and taken care of. The flexible work environment at Claranet gives people the ability to juggle their work and personal lives perfectly."

Louise Griffiths  
Head of Commercial Finance  
"Claranet is a very fast paced and agile business compared to other places I have worked. The needs of the business are constantly evolving which creates opportunities to get involved in new things and make a difference. I feel empowered to make changes which I believe will improve the operations or financials of the business and I feel like I am adding value every day which is one of the reasons I've stayed at Claranet for nearly 7 years. During my time here I have worked with many inspiring female leaders and colleagues from whom I have learnt a lot. I have been fortunate enough to progress in my career at Claranet and have never felt disadvantaged for being a woman."

Jessica Champion  
Problem Analyst  
"Throughout my time at Claranet, I have never felt I've been treated differently due to my gender. My input is as equally valued as anyone else's and I've had the same opportunities to further my development. It's a very welcoming and inclusive company to work for and there are lots of opportunities to celebrate diversity. A number of strong females in senior roles gives me the confidence that diversity at Claranet is not just lip-service.

When I applied for flexible working to aid my work life balance, this was granted with no questions and the process was simple and easy compared to my experiences at other companies. I've never had any negativity as a result of working flexibly at Claranet and feel very supported in making sure my workload is appropriate for my hours."
Claranet fully supports and advocates the UK Government’s effort to eliminate the gender pay gap and address all inequalities facing the modern workplace. As a business we are fully committed to ensuring we maintain a diverse and well balanced workforce that makes Claranet operate at its full potential whilst operating effectively. We have numerous initiatives in place to help us achieve these ambitions, notably the Tech Talent Charter and our work with Microsoft’s TC4RE.

We have taken a long-term view and appreciate that results will not appear overnight, but we strive to increase the representation of females across the board.”

Mina Raeburn
HR and People 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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