

GENDER PAY GAP ANALYSIS 2023

Introduction

Even though we are just below the 250 threshold, we took the decision to carry out pay gap analysis in 2023.

Employee funnel

On the 2023 Snapshot Date we had 239 personnel; these *relevant employees* were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only personnel who had received their full pay were used to measure our gender pay gap and analyse our pay quarter data. This meant that 2 women and 1 man were excluded from this section of the analysis because they received less than normal pay. Of the remaining 236 *full-pay relevant employees*, 208 were men and 28 women giving us an overall gender balance of ~88:12.

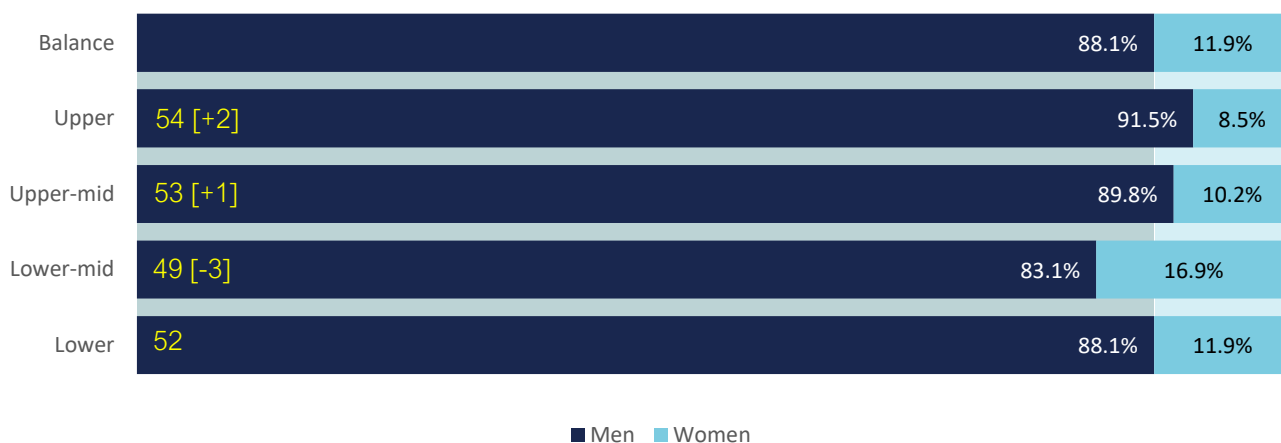
Statistical effects of small imbalanced samples

Given our overall size and because we have such a small number of female employees, seemingly minor changes (entry/exit/promotion/change of hours) in this group will dramatically affect our pay gap percentages. For that reason we have focused on the representation of these 28 women throughout the pay range of our organisation and not the aggregated percentages.

Distribution of employees across our pay range

The chart below shows our gender balance followed by the gender distribution across the four quarters of our pay range (from highest to lowest pay).

The background shading shows our gender balance and allows us to see where we deviate from this balance in each pay quarter. Any analysis should ultimately return to a discussion about the actual men and women that populate our pay distribution so to show this we have superimposed the actual numbers of men in each quarter, and we have shown the imbalance in brackets. This analysis shows us that to achieve gender balance only 3 men (and conversely 3 women) would have to swap across the median line (between our upper middle and lower middle pay quarters).



In real terms this is a small number, but it does confirm the job role segregation that we see when we view the gender balance in different parts of our company.

Gender pay gap

This table shows the mean and median percentage differences between the adjusted hourly rates paid to each gender.

It is an aggregated, blunt tool and while the mean may tell us about the dominant gender of the highest paid employees, the median difference will fluctuate wildly each time we measure our data because of the large gender imbalance.

A mere 10% move in either direction from the middle woman's hourly rate could change the median pay gap from a negligible 2% or up to a bigger 18%.

This is why we focus on representation.

Pay Gap	2023
Mean	15.0%
Median	16.1%

Summary

This process has been a valuable tool to begin to understand the data behind our established view of the business. Given our sector and the most common job roles we have, it is not surprising that we have a small overall female percentage. However, this has further highlighted the fact that if we can have a little more positive control of our hiring process, we are a step away from an exceptionally fair workplace for everyone.

This is your opportunity to put in a paragraph using your own language - feel free to change the one above as well.

Declaration

I confirm that the data contained in this document is to the best of my ability, accurate:

{Drop in Signature}

{ADD NAME}

Director

Powerday Limited

Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the snapshot date.

Our bonus gap is negligible because most employees receive the same bonus amount with the bigger sums only being paid to the directors and management.

Bonus Gap	2023
Mean	4.2%
Median	0.0%

Bonuses paid	2023
Men	83.3%
Women	76.7%

