



SCISYS

**Gender Pay Gap
Report 2018**

4 April 2019



Introduction

Welcome to the first SCISYS Gender Pay Gap Report.

As a business we recognise how important diversity and inclusion are within the workplace. People are our business and it is essential to ensure equality of pay and opportunity to all within an inclusive and supportive environment. We continue to make SCISYS a great place to work where everyone's contribution is valued.

We recognise that there remains a shortage of women in the IT industry for historical reasons. This is mirrored in our predominantly male workforce although this is slowly changing as more women elect to move into the STEM subjects and then into the IT industry.

Typically, as seniority in technical positions is achieved through experience, we recognise that we currently have mainly men in these roles and therefore have an imbalance. We do have a significant number of women in general office administration i.e. lower paid non-IT roles.

These two factors contribute to skewing the statistics and consequently we currently have a significant gender pay gap. Nevertheless we are committed to diversity and will strive to do what we can in terms of attracting and retaining women into the industry whilst implementing measures to close our own gender pay gap.

As detailed later in the report you will see that we already have a series of initiatives underway.

Mandatory data

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women. It is averaged across all roles and levels. It must include:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The 'snapshot date' is 5 April 2018.

Our Gender Pay Gap Data

The data has been taken for all SCISYS UK employees and covers 277 employees across all roles. The data comprises 48 females and 229 males.

The calculations have been based on pay data at the 'snapshot date' of 5 April 2018. It also includes bonuses paid over the 12 months before (in line with the gender pay gap regulations). In complying with the stated definition, bonuses paid at SCISYS include security and recruitment bounties. The data also includes payments for site allowances and car allowances.

The Gender pay gap is the difference between the average hourly earnings of all men and women in an organisation irrespective of role. Only SCISYS employees that were receiving their full rate of pay and were employed on the snapshot date are included in our calculations, therefore those receiving statutory payments, including maternity pay and sick pay were excluded from the pay gap calculations for hourly pay. The gender pay gap is expressed as a % of the hourly pay rate of the male employees and is reported as both on a mean and median basis.

	Mean (average)	Median (data mid-point)
Gender Pay Gap in hourly pay	25%	27%
Bonus Gender Pay Gap in hourly pay	76%	67%

The hourly rate used to calculate the gender pay gap is compiled using the employee's gross pay for April, minus any salary sacrifice and including allowances and any bonus payments in the pay reporting month of April. SCISYS offers many benefits through salary sacrifice, such as pension, childcare vouchers, share incentive plan and cycle to work scheme. By taking these into account the hourly rate for some employees is distorted because we have some employees that sacrifice a significant proportion of their salary for these benefits.

Our bonus gender pay gap includes bonuses for performance, recruitment bonuses and payments that form part of our variable pay scheme, which includes performance related pay (PRP).

Our gender pay gap headline data is a mean pay gap of 25% (median of 27%). Taken at face value, this looks disappointing, but this result can mainly be attributed to the distribution of women in roles within the company. Most women are employed in administration and support service roles which do not attract additional allowances and profit related bonuses.

Bonuses

In addition to hourly rate, we are also required to report on bonuses. The bonus figures include rewards relating to profit-sharing, performance, incentives and commission.

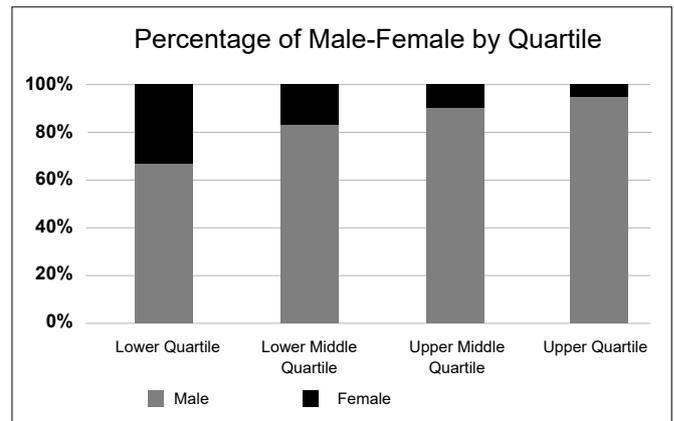
The proportion of male and female employees receiving a bonus is a fairly even split of 32% and 27% respectfully. However, there is a gap when the bonus figures are used to calculate the gender pay gap in bonus pay. This is because the larger bonus payments are made to the Board and the senior sales team which

	Mean	Median
Gender Pay Gap in Bonus Pay	76%	67%

are male dominated roles, with the female bonuses being largely bonuses for additional responsibilities and individual performance related bonuses.

Gender pay quartiles

The analysis of the gender pay quartiles is consistent with the conclusions drawn from other aspects of the gender pay data, showing that females employees tend to be within our lower paid roles as these are the administration i.e. non-operational functions within the business. The IT industry is male dominated and this is mirrored in our gender representation throughout the organisation.



Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	66.6%	82.6%	89.9%	94.8%
Female	33.4%	17.4%	10.1%	5.2%

Equality

We aim to create a workforce that is diverse and positive, regardless of the background or characteristics of our employees, It is the Company's policy not to discriminate in all aspects of employment and recruitment and to treat individuals in the same way, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

SCISYS monitors salaries as part of its obligations under the Equal Pay Act 2010. We benchmark salaries of all employees carrying out comparable roles through internal and external benchmarking. Equal pay is about ensuring that men and women are not paid different amounts for performing 'like work' or 'work of equal value'.

In summary

Our gender pay gap is a consequence of the gender imbalance in roles within our business. We have more men holding technical and senior roles through experience, contrasted by more women in administrative and support roles.

That said we now have more women in senior management roles within central business services which is encouraging.

What are we doing about the gender pay gap?

We will continue to do what we can to make SCISYS a good place to work with a diverse and inclusive working environment.

As part of our recruitment activities we will do our best to ensure that we can attract the widest, most diverse pool of candidates whilst attracting female talent. Where possible, flexibility regarding working hours and location will be available to all. This is both to accommodate those, for example, with caring responsibilities or returning from maternity leave.

We will continue to embrace STEM initiatives and have female colleagues who support activities during work time and with Company support. We encourage work experience and placements in addition to trying to attract female talent at graduate events. We are pleased to report that the number of female graduates has increased significantly in recent years, from 20% of graduates in 2017 to 25% in 2018.

New initiatives include focus groups to gain insight into ideas and suggestions from female staff in terms of what their requirements are within the workplace and how we can attract and retain more female talent. We will also do this through our regular HR discussions with new and existing employees.

We are also looking to improve diversity awareness and ensure that training in unconscious bias is delivered throughout the business following formal training for HR.

As with many IT companies there is much to do but part of this is encouraging more females to enter STEM professions. It may take a long time to redress the balance overall but at SCISYS we take our responsibilities seriously and are committed to play our part with the STEM initiatives that we participate in.

Statutory Disclosures

I confirm that data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information)

Signed _____



Steve Brignall,
Technical Director,

4 April 2019



SCISYS Group PLC

Methuen Park
Chippenham
Wiltshire
SN14 0GB
Tel: +44 (0)1249 466466
www.scisys.co.uk