



IAGGBS

Always making a difference

Gender Pay Gap

Report 2023

In 2023, I'm very pleased to have seen an increase in the number of women applying for roles in our organisation and joining us.

People have benefited from our new operational recruitment model, featuring an updated application tracking system. This has given us valuable insights and helped us to further reduce biases in our recruitment processes.

Our new Equity, Diversity, and Inclusion policy underscores these efforts and our commitment to promoting equality across all aspects of the workforce.

I'm very proud that this year we won the Women in Tech site – 'Best Graduate Programme 2022' award, a great achievement.

To continue our partnership with Women in Tech, we have started promoting our available tech opportunities through it, helping us recruit more women to these posts. We have also appeared on its home page as a 'featured employer'.

In 2023, we attended Karren Brady's Women in Business and Tech Expo as an employer. I'm happy to say we engaged with more than 150 women who were interested in professional and graduate opportunities with us.

There is still some way to go, but all this great work is a sign we're moving in the right direction.

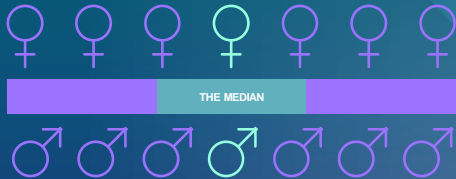
Sarah Hewitt

People, Culture & Communications Director

How we work out our figures

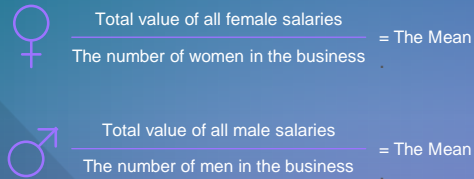
The Median

If you put all men and women in line, from lowest paid to highest paid, the man and the woman in the middle of each line is the median value.



The Mean

The mean is the calculation of the average value of men's and women's pay



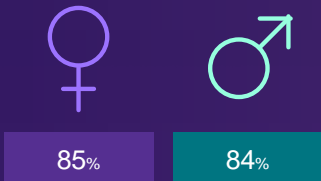
Our Results vs 2022

Gender Pay Gap is the percentage difference between average hourly earnings for men and women in a company. A positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards women.

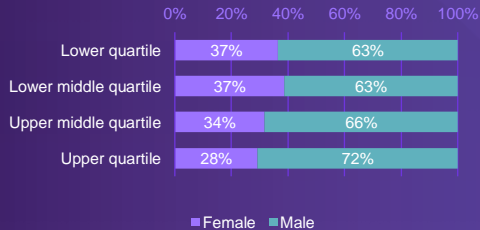


This is different to equal pay which is the difference in pay between men and women that perform the same role with the same level of experience. It's against the law to pay people unequally because of their gender.

Percent receiving bonus



Pay quartiles



Our Commitments

In 2023, we successfully reduced the gender pay gap thanks to a series of initiatives; however, challenges remain. The primary factor contributing to the gap is the higher representation of men in senior, specialist, technical, and digital roles within our organisation, who typically command higher salaries. The influence of the tech function on these findings is noteworthy.

We have a diverse range of functional expertise in our organisation, with a predominant focus on technical, digital, and IT disciplines, where more males have historically been in post. Our initial focus on achieving gender balance has centred around early career programmes, graduate and apprentice intakes, and internal promotions and mobility.

Looking ahead to our aspirations for the upcoming year, we remain dedicated to advancing the development of women within our organisation. Our commitment extends to fostering a more diverse workforce, especially in the technology sector, where attracting gender diversity has historically been challenging.

As a part of our ambition, we are planning a series of initiatives:

- Introducing maternity, paternity, adoption, and shared parental leave policies - especially those with extended pay for parents - will contribute to narrowing the gender pay gap.
- By addressing the challenges often faced by employees, particularly mothers, in balancing work and family responsibilities, we are taking tangible steps towards achieving pay equity.
- We will look to continue our engagement with Women in Tech by sponsoring an award and increasing advertising spend on job boards, specifically diversity in tech.
- We will engage more STEM universities to increase female applications for our graduate programme and attend Karen Brady's Women in Business and Tech Expo, where a senior female IT leader will take part in describing her journey into technology.
- We will enhance the skills of our leadership team to minimise bias in the hiring and interviewing processes. This includes dedicated training sessions and workshops.

We are committed to building on our inclusive culture, which welcomes challenges and is strengthened by our established values to support all our people so they can reach their full potential.