

Softcat

SOFTCAT GENDER PAY GAP REPORT

— 2018 —



AN INTRODUCTION

AN UPDATE FROM OUR HR DIRECTOR



Rebecca Monk, HR Director

Rebecca

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I am pleased to report Softcat's gender pay gap data for 2018.

Our overall gap is broadly in line with 2017, although there have been small shifts in some areas. This report will provide context for the results, highlight the actions that we have taken so far and outline our future plans. I'm hopeful that these commitments will start to bear fruit in reducing our gender pay gap over time.

A COMMENT FROM OUR NEW CEO

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Since taking the helm as Softcat CEO in April 2018, I've been pleased to see how much commitment there is to gender diversity within our business.

I'm a strong advocate of having balanced male and female teams and have been vocal with the leadership and management teams about my desire to make progress in this area. I'm personally committed to engaging more of our male employees in these endeavours, as we can't achieve change without their full support and participation. Our ultimate goal remains the same – we want to increase the number of women in senior roles and across the entire business.



Graeme Watt, CEO

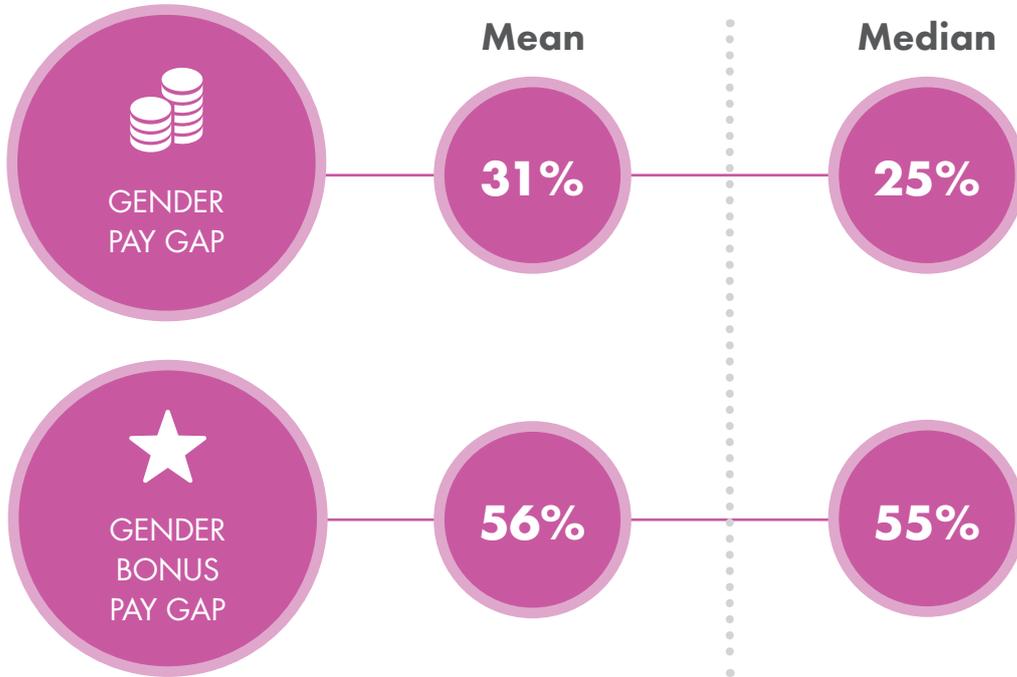
Graeme



SOFTCAT'S GENDER PAY GAP



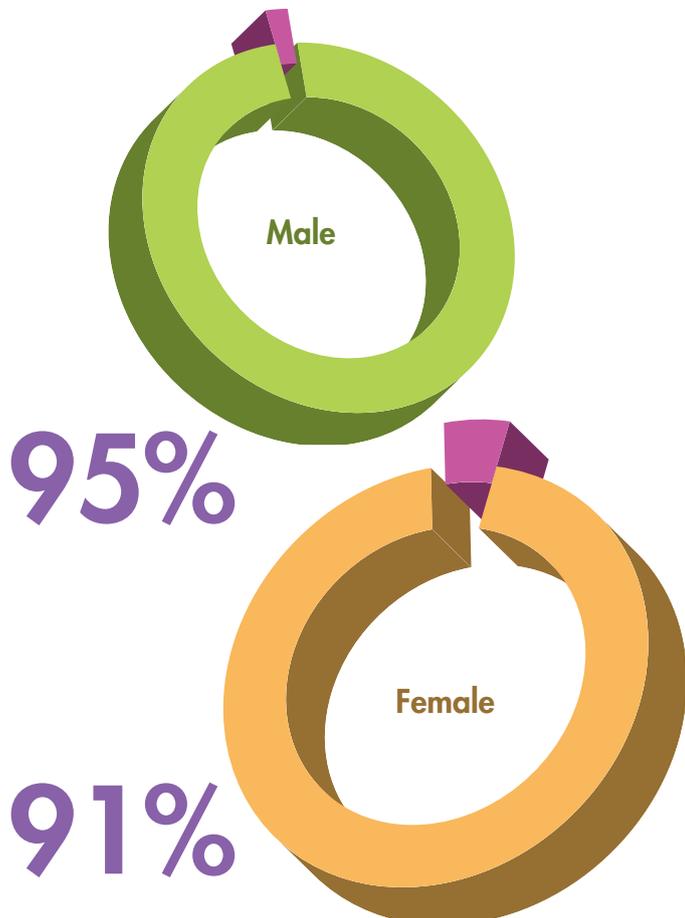
Difference between men and women



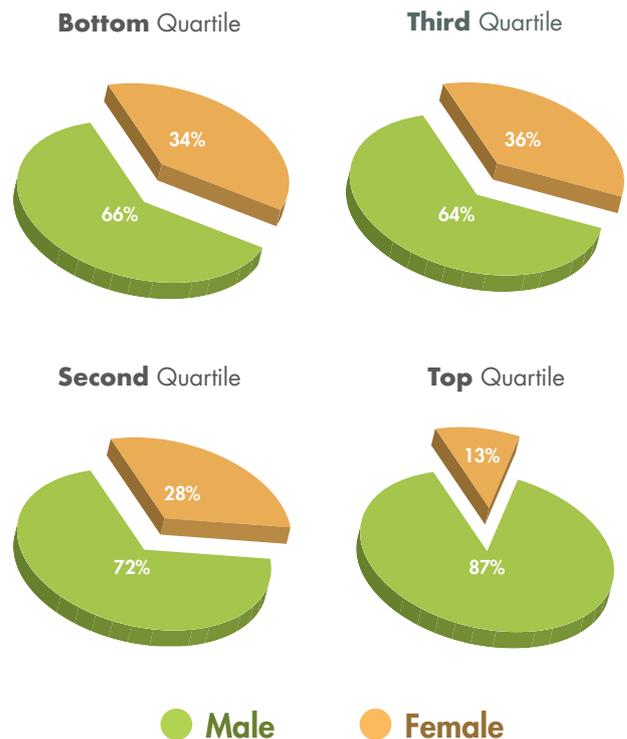
NB:

- Mean refers to the average of all the salary data.
- Median refers to the value lying at the midpoint of the salary data.
- Bonus pay gap refers to all variable pay including commission.

Proportion of males and females receiving a bonus payment

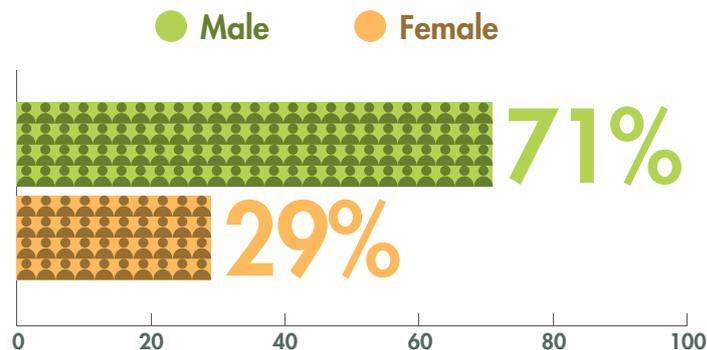


Proportion of males and females in each pay quartile

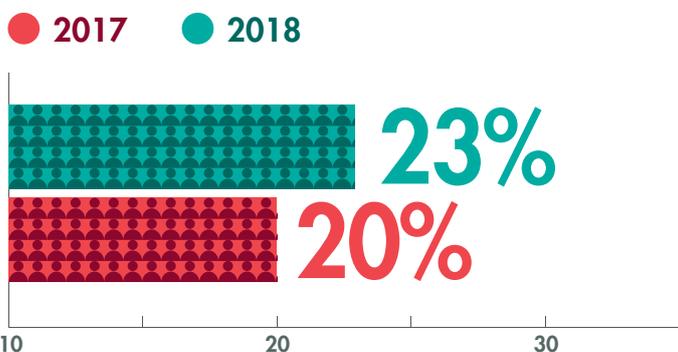


UNDERSTANDING THE FIGURES

Since our last report, our mean pay gap has decreased by 3% and our median pay gap has increased by 6%. Our analysis shows that these changes are due to a small number of high performing female sales employees. Their earnings in this period have contributed to an improvement in the average female earnings. Despite this positive change to the mean pay gap, there has been no positive impact on the median pay gap because these women were already among the top earning females. The median pay gap has actually increased due to our male sales employees having a particularly successful period.



SOFTCAT GENDER BALANCE 2018



We firmly believe that our gender balance in our Sales and Technical departments, along with our Management and Leadership populations, is the key to making significant shifts in the pay gap.

I'm pleased to say that our top quartile female representation has improved by 2%. Our overall gender balance remains the same as last year at 29% female, however we have made progress in our management gender balance at 23% female (up from 20% last year).

MANAGEMENT GENDER BALANCE

SKILLS SHORTAGE

Our Technical and Services departments comprise billable consultants and technical architects, who are highly accredited in technical areas. There is a recognised skills shortage in the industry for these employees. The vast majority of applicants for these roles are male.



THE ACTIONS WE'RE TAKING TO CLOSE THE GAP

Since our last report, we are well under way with several of our published commitments. We have introduced our Softcat Mums and Dads networking group, upgraded our Maternity and Flexible Working Policies, continued to promote female success stories (for example, through entering the CRN Women in Channel awards) and our Softcat Women in Business group has recently hosted two senior external females to share their inspirational career journeys.

WE WILL CONTINUE TO FOCUS ON ATTRACTING, DEVELOPING AND ENABLING OUR FEMALE WORKFORCE TO SUCCEED IN THE FOLLOWING WAYS:

ATTRACTING DIVERSE TALENT

Focus our recruitment communications on encouraging more female applicants in sales and technical roles through our awareness campaigns, advertising and work with specialist recruitment partners.

DEVELOPING OUR FEMALE TALENT

Ensure our female employees are fairly represented on our Leadership and Management Development programmes, reflecting the gender balance within the company. Introduce a female mentoring scheme as part of our Softcat Women in Business group.

TECH TALENT CHARTER

We have recently signed up to the Tech Talent Charter, publicly pledging our support to their diversity initiatives and will be sharing our gender diversity data with them on an annual basis.

SOFTCAT WOMEN IN BUSINESS

Created sub-teams to work on specific gender diversity initiatives. Continue to invite internal and external speakers.

BRING YOUR CHILD TO WORK WEEK

Taking place in October to give 7-11-year-olds a first-hand look at working in business and spark interest in the IT Industry.

PROMOTION OF DIVERSITY EVENTS

For example, International Women's Day in March 2019 where we will host an external guest speaker.

LOOKING TO THE FUTURE

To achieve the goals listed above, we need more female colleagues in our business at all levels. Improving our gender balance can only be done through attraction and recruitment of more women and ensuring that once inside Softcat, they are able to forge a successful career within our business. Only through years of proactive endeavour in this area will we be able to make a significant impact.

THE
SCHOOL LEAVER
AWARDS 2018

TOP EMPLOYER IN THE
IT INDUSTRY 2018