

Softcat

# SOFTCAT GENDER PAY GAP REPORT

— 2019 —



# AN INTRODUCTION

## AN UPDATE FROM OUR HR DIRECTOR



Rebecca Monk, HR Director

*Rebecca*

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**Softcat's gender pay gap for 2019 is very similar to previous years.**

Each year we have seen small fluctuations and this report will explain the reasons for this. We will also provide an update on the activities we have undertaken in the last year, along with our current initiatives. We are pleased with the actions we have taken to date and hope to see this reflected in our long-term gender pay gap.

Gender pay gap is the difference between the average earnings of all male and female employees. This is different to equal pay, and we are confident that men and women are paid equally for the same jobs they do across the business.

## A COMMENT FROM OUR CEO

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**I am very pleased to report that gender diversity has been high on our business agenda this year.**

I am a strong advocate for ensuring that gender diversity remains a priority for our leadership and management team, and I'm personally committed to ensuring that we continue to drive initiatives to help us achieve our goal. This year we have engaged more of our male employees in supporting our female team members by participating in our Supporting Women in Business network.

Whilst attracting talent is key, retaining and promoting our female talent is essential to a diverse workforce.



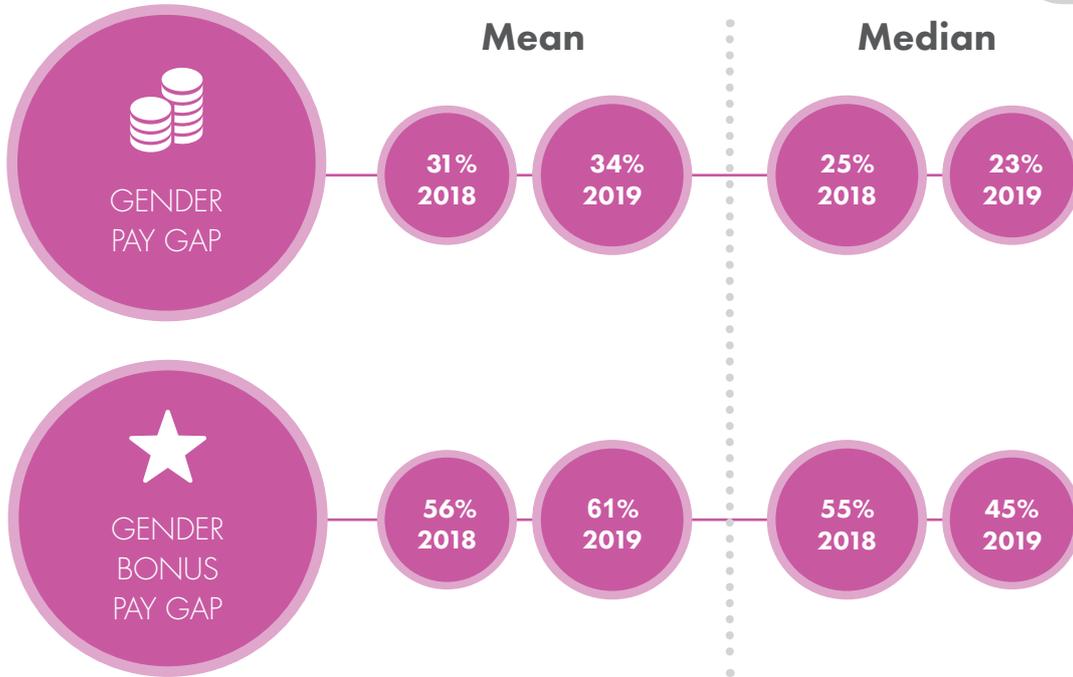
Graeme Watt, CEO

*Graeme*



# SOFTCAT'S GENDER PAY GAP

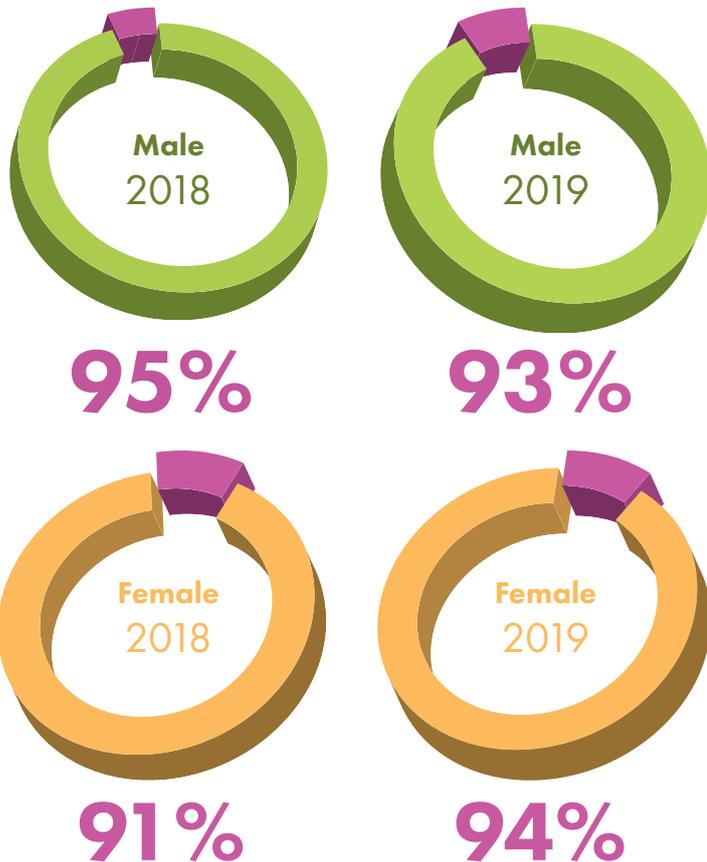
Difference between men and women



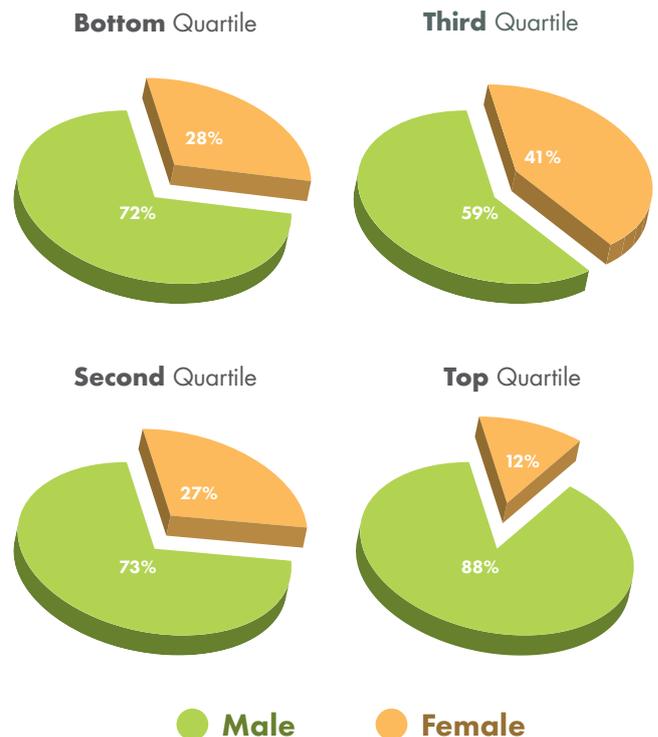
**NB:**

- 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.
- Calculations are based on data from April 2019.

Proportion of males and females receiving a bonus payment



Proportion of males and females in each pay quartile - 2019

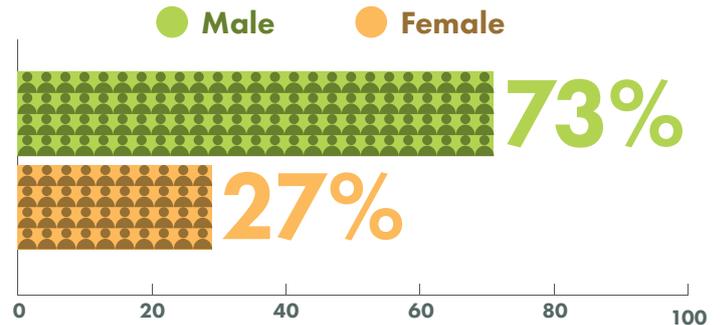


# UNDERSTANDING THE FIGURES

Since our last report, our mean pay gap has increased by 3% and our median pay gap has decreased by 2%. These small changes are primarily based on a small number of high performing female employees in sales roles. We have seen a positive change to our median pay gap decreasing due to our female sales employees having a successful period. Our mean pay gap has increased slightly due to a decrease in female commissioned employees.

We have been proactive in developing our commitments made in our last report to improve gender balance in our Sales and Technical departments, along with ensuring that we are encouraging more females progress in to senior roles. Our overall gender balance has decreased by 2% to 27% mainly due to roles being more attractive in these areas to men. Today we have more men working in sales as they are more prepared to take on roles entailing cold calling. We have made changes to the language used in job advertisements and are pleased to see small improvements more recently in our sales intakes attracting more females. We will continue to measure the impact at application stage and make further improvements.

This year we saw our median gender bonus decreasing by 10% due to the female commissioned employees around the median value



## SOFTCAT GENDER BALANCE 2019

earning more than last year whereas our male equivalents fell.

Gender balance within our Management team remains the same at 23%. We have however seen an improvement on the number of internal females highlighted on our succession plan from 23% to 31%.

We are continuing our focus and attention on Sales and Technical departments, along with our Management and Leadership roles as we see that changes in these areas will be key to reducing the gender pay gap.

## SKILLS SHORTAGE

Our Technical and Services departments comprise of 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 majority of applicants for these roles are male.



# THE ACTIONS WE'RE TAKING TO CLOSE THE GAP

Since our last report in November 2018, we have made some headway in many of our commitments that were published.

- In December 2018, we created a Head of Talent, Engagement & Diversity role to formally make D&I part of a role which has created momentum and ensured concentrated effort in this area.
- On International Women's Day, we were delighted to launch our female mentoring programme. We have 65 mentors (male and female) and 46 mentees (female-only) who are currently enrolled in this programme.
- Our regional offices have a local group for female employees to discuss topics relevant to their office. These regional groups work alongside our Supporting Women in Business group who meet monthly to move forward with projects and share ideas.
- We attended the CRN Women in Technology awards where 10 Softcat females were finalists for 10 different categories. 4 of our females were winners in their categories.

- We have continued to host regular guest speaker slots from industry females to help inspire our employees and share their career journeys.
- We renamed our 'Softcat Mums and Dads' network to the 'Softcat Family Network' to ensure our employees can balance work with family commitments. We have also reviewed and made improvements to working hours to allow for more flexibility which has been positively received.
- We hosted our first 'Bring Your Child to Work' day with Employee Matters where 7-11 year olds were invited to spend the day at our office to appreciate and understand how businesses operate.
- We appointed a second female Board member in July 2019. This shows progress in female representation at Board level to two out of six members, which will help set the tone from the top.

**We will continue to be proactive in nurturing our female talent and encouraging them to apply for more senior roles.**

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

 <p><b>ATTRACTING A DIVERSE TALENT</b></p> <p>Continue to improve our recruitment communications by making Sales, Specialist and Technical roles more attractive to females by improving the language used in advertisements to encourage attraction.</p>	+	 <p><b>DEVELOPING AND MENTORING OUR FEMALE TALENT</b></p> <p>We will monitor the success of our mentoring programme and measure how females are being encouraged and developed. We will continue to ensure that females are represented in our Leadership Development and Management programmes and also encourage progressive conversations regarding female succession.</p>	+	 <p><b>WORK IN PARTNERSHIP WITH TECH TALENT CHARTER</b></p> <p>Having signed up to the Tech Talent Charter, we will work closely on initiatives to improve gender balance in the IT sector. This will benefit our external visibility.</p>
 <p><b>RETURN TO WORK PROGRAMME</b></p> <p>Launch a Return to Work programme for females who have taken a career break and want to focus on re-launching their career.</p>	+	 <p><b>RESKILLING OUR EXISTING TALENT</b></p> <p>Ensuring that our existing talent are given the opportunity to retrain and reskill to move into more technical role.</p>	+	 <p><b>GRASSROOTS</b></p> <p>We are pleased to be focusing at Grassroots level in partnership with High-Tech Horizons and Manchester Digital. We hope to strengthen relationships with local schools to help improve attraction to technology subjects and roles at an early stage.</p>

## 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 sustained and proactive endeavour in this area will we be able to make a significant impact. We will continue to monitor our progress and expect to see our efforts driving change.

## OUR DECLARATION

Our gender pay gap calculations are accurate and meet the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations – 2017.

**Graeme Watt, CEO** *Graeme*

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