

Gender Pay Gap Report

2021

The Gender Pay Gap Report gives a high-level snapshot of pay within an organisation, showing the differences in average pay between all male and female employees, irrespective of their role or seniority.

Background

As part of wider work the UK Government is doing to support women in the workplace, government guidelines require all companies in the UK with 250+ employees to publish differences in pay between male and female employees.



Gender Pay is distinctly different from Equal Pay and should not be confused with it. Equal Pay relates to the requirement to pay both men and women the same for equal work. Our approach to pay is gender neutral, and we are confident that men and women are paid equally for doing equivalent jobs across our business.

This is our fourth annual Gender Pay Gap Report and is based on a snapshot date of 5 April 2021.

Context to our gender pay gap

Over the 12 months from 6 April 2020 to 5 April 2021, Scott Logic, like everyone else, has been weathering the diverse impacts of a global pandemic and the UK leaving the European Union. During the period, the business has had to work hard and adapt somewhat to maintain its position of relative strength. Overall, headcount barely changed (a decrease of 0.9%), but there were changes in the composition of the headcount as consolidation in some areas of the business was offset by hiring in others.

Across the business over this period, 17% of new joiners and 25% of leavers were women, compared to 27% of new joiners and 29% of leavers in the previous period. Our Graduate Programme, which plays an important role in inspiring and attracting more women into the business, was significantly impacted by the uncertainty caused by the global pandemic, including the suspension

of our usual August intake. Ultimately, across the year only 11% of graduates joining the business were women, compared to 34% in the previous period.

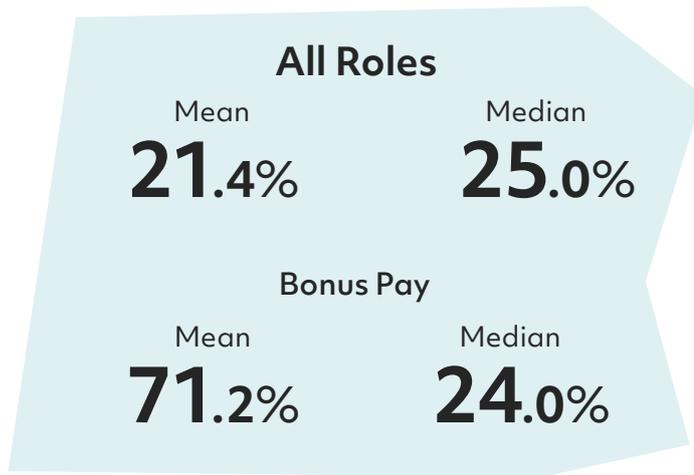
The net result is that the absolute number of women in the business has dropped slightly, and overall proportionate representation has decreased to 14.4% (from 15.8%). Within consultancy roles, this figure is 11.6%, down from 13.1%.

As a consequence, the improved gender pay gap results presented in this report – compared to the previous period – may be in part attributable to the prescribed statistical method, which loses some meaningfulness when the data sample sizes are skewed and/or small.

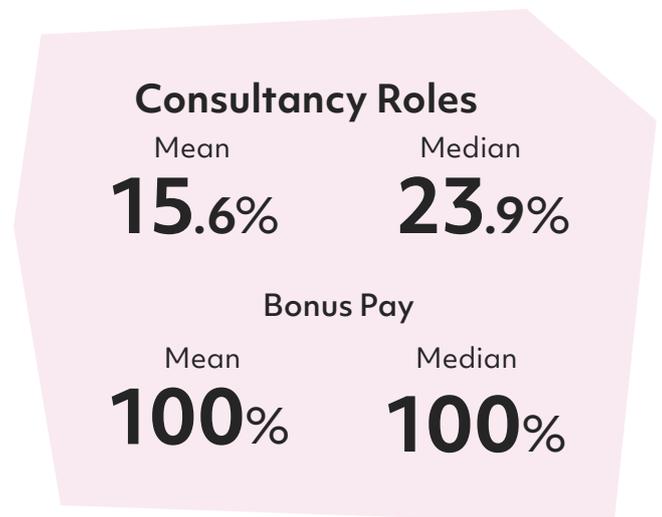


Gender Pay Gap (5 April 2021)

In April 2021, our mean gender pay gap was 21.4% and median gap was 25.0% across the business. When we consider our technical roles in consultancy, the mean is reduced to 15.6% with a median of 23.9%. This compares to the Government's 2020 UK-wide gender pay gap of 15.5% (median) across all roles, and 36.2% (median) for IT Engineers*.



Across the business, 2.1% of women and 5.3% of men received bonus payments during 2020/21, representing relatively small numbers of employees across the business.

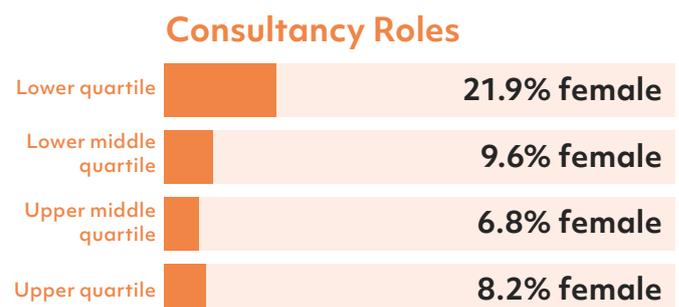
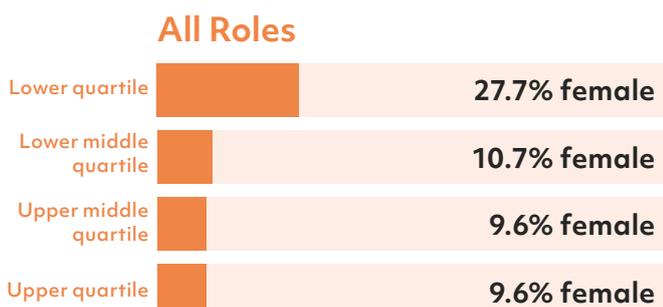


Furthermore, this covers a wide variety of remuneration types, from small one-off perks, to people whose remuneration includes a variable pay element, resulting in extremely disparate figures. Average bonus payments for women were 71.2% (mean) less than they were for men, while the median was 24.0% less. Within consultancy roles, no women received a bonus.

Pay Quartiles

As of April 2021, 14.4% of all employees at Scott Logic are women, with 11.6% of employees in consultancy roles being female. This reflects software development professions as a whole.**

When we examine the gender profile across the pay quartiles, we identify that we have fewer women occupying senior roles, and a high proportion of women occupying more junior and non-consultancy roles, which make up the lower quartile.



* Published 3 November 2020 by the Office for National Statistics

** Women hold 12% of jobs; Office for National Statistics, November 2020

We declare that, to the best of our knowledge, our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

S. Foreshow-Cain

Stephen Foreshow-Cain

Chief Executive Officer