

## What is the Gender Pay Gap?

For over 50 years there has been legislation to ensure women and men are paid equally in comparable jobs. The gender pay gap is a measure of difference in average earnings between women and men. It is not Equal Pay ie the differences in pay for comparable jobs but shows us what the average woman in the business earns and what the average man earns and whether there is a 'gap'

(Average definitions – we are required to report the gap calculated on mean and on median. The 'Mean' is the total hourly pay (or bonus) divided by the number of people. The 'Median' is the 'middle one in the line' if you line everyone up in pay (or bonus) order and selected the person in the middle of the line)

## What is the Gender Pay Gap at Toolstream?

Toolstream Gender Pay Gap 2020/2021		
<b>Pay</b>		
Gender Pay Gap (Mean)	20.9%	
<b>Gender Pay Gap (Median)</b>	<b>-3.7%</b>	
<b>Distribution in pay quartiles</b>		
	Female	Male
Lower	32.9%	67.1%
Lower middle	36.1%	63.9%
Upper middle	52.1%	47.9%
Upper quartile	28.8%	71.2%
<b>Bonus</b>		
	Female	Male
% Receiving Bonus	11.9%	11.5%
Bonus Gap (Mean) %	8.9%	
Bonus Gap (Median) %	34.8%	

We have a small negative gender pay gap based on the median – this means the 'middle female' is paid 3.7% more than the 'middle male'. This compares to the UK national average which shows that based on the median, men are paid 6.5% more than women.

We have a larger gap when the data is looked at median 'the middle of the line'. This is because at present, more of our middle and senior management positions are filled by men.

38% of our colleagues are female but they are not distributed evenly across the four pay quartile (ie. the lowest paid quarter, the lower middle, the upper middle and the upper) . In practice female employees are slightly under-represented in the lower two pay quartiles, over-represented in the third and significantly under-represented in the highest quartiles.

## Bonus

Sales commission payments are included in the bonus section. There is a bonus gap in favour of men, although the mean gap is lower than the median gap. There is a low number of colleagues who are eligible for bonus/commission but the proportion of men and women receiving bonus is very similar.

## What we need to do

We need to work toward men and women being more equally represented in each of the pay quartiles as well as ensuring that we have equality of opportunity for all, regardless of gender (or any other protected characteristic) and that we have no bias within our processes, whether intentional or unintentional.