



Gender Pay Gap Report 2018/2019

As the country’s leading payment specialists, we are committed to attracting and investing in great people whether that is from within the county, nationally or internationally. We have processes in place to ensure inclusion and objectivity are at the heart of everything we do.

At allpay we are committed to equality, diversity and fairness. We encourage individuals of all backgrounds to apply for existing vacancies, new opportunities or promotions.

This reporting year we have seen a marginal increase in our gender pay gap results. There are several reasons for this. All relate to critical elements that are a key part of this business.

One noticeable impact for instance relates to apprenticeships.

At allpay we continue to promote our apprenticeship programme and believe a ‘grow your own model’ is at the heart of our business. Due to an increase in opportunities at our apprenticeship level this year that has attracted more females, which we see as wholly positive, there has been an impact on our overall gender pay numbers. With a long-term focus on developing people through the business, we see this as a positive with long term potential benefits.

We have equally seen an impact in relations to bonuses. In the previous year, allpay employees benefitted from a companywide bonus payment, this enabled a positive outcome in relation to gender pay. For the reporting year 2017/18 we did not achieve a company-wide bonus, and as such the numbers reported on bonuses below relate to a much smaller group of people that are incentivised for specific activities.

As well as seeing a shift in this year’s numbers, due to some clear and specific changes in the business, when compared to the previous year, we have also seen the further introduction of some great opportunities to increase our reach.

This year, for instance, has seen the introduction of Women into Science & Engineering (WISE) accreditation at allpay to place emphasis on supporting the gender balance within the STEM sector. This is an example of new initiatives

which complement our existing initiatives such as our continued commitment to support our accredited Living Wage model whilst evolving our benefits and rewards offering.

Difference in hourly rate of pay – mean	19%
Difference in hourly rate of pay – median	26%
Difference in bonus pay – mean	18.2%
Difference in bonus pay – median	35.4%
Percentage of employees who received bonus pay	Males who received bonus pay % - 7% Females who received bonus pay % - 8%
Employees by pay quartile	Male % - 69.7%
Upper quartile	Female % - 30.3%
Employees by pay quartile	Male % - 65.3%
Upper middle quartile	Female % - 34.7%
Employees by pay quartile	Male % - 49.4%
Lower middle quartile	Female % - 50.6%
Employees by pay quartile	Male % - 43.2%
Lower quartile	Female % - 56.8%