



## Gender Pay Gap Report 2021

Since the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all companies with more than 250 employees are required by law to carry out gender pay gap reporting on a snapshot date each year (5th April).

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

I am pleased to publish our Gender Pay Gap report for 2021 and confirm that allpay Limited have met the requirement to publicly report our gender pay gap analysis by April 2022.

The key metrics are shown below, and the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

### **allpay Limited – Gender Pay Gap**

The 2021 report shows that overall, our gender pay gap has decreased from the previous year. As highlighted in last years' statement, our deliberate focus on increasing our female Board members, as well as increasing the number of our female senior managers population has had a direct impact on the gender pay gap closing.

Whilst our figures are still higher than the national average of 15.4% (based on ONS Annual Survey of Hours and Earnings figures), there are several factors that we believe will help add context to the figures.

With the approximate split of 60% of our employees are male, and 40% female, it is the upper quartiles that are occupied by most of the STEM roles, traditionally dominated by male employees.

As a company that operates within FinTech the volume of available female candidates is very low. Particularly locally. We continue to work with our partners to change this for the future.

Coupled with the general labour market conditions which impacted employers globally, and with unprecedented turnover figures within our industry, allpay have also of course seen big shifts within our employee population, affecting the higher quartiles.

The bonus pay area is mostly led by commission payments and since the last reporting year, we have seen a lot of turnover, at one point leaving only person in the sales team, who was male. This had an adverse impact on our figures. We envisage the gap to close considerably next year, with the teams returning to their normal capacity, and being mainly female led.

## **Addressing the Gender Pay Gap**

allpay is committed to promoting equality of opportunity for all staff and job applicants. We work hard to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We are committed to tackling and eliminating all forms of inequality. Stopping short of positive bias, our strategies and focus will always be on ensuring we have the best person for the role, no matter what their gender.

We are actively engaging in initiatives and programmes designed to trigger long-term positive change, including the STEM Ambassador Programme promoted and led internally by our female senior managers. The programme focuses on collaborating with schools and young people and breaking stereotypes by raising awareness of exciting career routes for women working in STEM sectors.

All our employees regardless of any of their characteristics, including gender, or contracted hours have the same access to training, promotion opportunities and flexible working.

We have policies and systems in place, and we work with our managers to support female employees on maternity leave by promoting the use of KIT days to have access to training and to stay informed and up to date on the work that matters, and then offering flexible working to ease their return.

It is also worth mentioning that in our last ONS Quarterly Business Survey, the figures show that in that reporting period we re-employed like for like in terms of the number of female part-time employees, which highlights our commitment to offering flexible working.

Finally, we also envisage the overall gender pay gap closing further by the next reporting date, through the recent Cost of Living increases, which have been structured in a way to impact the lower quartiles most positively.

## 2021

Difference in hourly rate of pay - mean	19.4%
Difference in hourly rate of pay - median	21.8%
Difference in bonus pay - mean	37.5%
Difference in bonus pay - median	13.9%
Percentage of employees who receive bonus pay	Males who received bonus pay % - 21.6% Females who received bonus pay % - 18.9%
Employees by pay quartile Upper quartile	Male % - 72.5% Female % - 27.5%
Employees by pay quartile Upper middle quartile	Male % - 70% Female % - 30%
Employees by pay quartile Lower middle quartile	Male % - 52.2% Female % - 47.8%
Employees by pay quartile Lower quartile	Male % - 38.6% Female % - 61.4%