



Gender Pay Gap Statement 2023

Introduction

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.

We are pleased to publish our Gender Pay Gap report for 2022 and confirm that allpay Limited have met the requirement to publicly report our gender pay gap analysis by April 2023.

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 2022 report shows that overall, our gender pay gap has decreased from the previous two years.

As highlighted in last years' statement, we continue our deliberate focus on increasing the number of our female senior managers population which has had a direct impact on the gender pay gap closing.

With a number of significant promotions across the business recently, leading to a senior operational management team consisting of a more balanced proportion of male and female colleagues, we anticipate a further shift towards a narrowing of the gender pay gap in our next reporting period.

Although our figures are still higher than the national average of 14.9% (based on ONS Annual Survey of Hours and Earnings figures), we believe that there are several factors that will help add context to the figures.

In our blog: [allpay Limited | Women in Fintech](#), our CEO and Founder, Tony Killeen highlights the latest figures showing that women are still significantly underrepresented in fintech industry, and reaffirms his, and allpay's continued commitment to providing opportunities for women to thrive in the industry.

As a company that operates within FinTech we continue to struggle to recruit women into what is traditionally a male-dominated industry, specifically within our IT roles.

However, as expected and highlighted in last year's statement, the bonus pay area has seen a significant improvement, and the commission led bonus received by the mainly female led sales and account management teams was substantially higher.

Addressing the Gender Pay Gap

allpay’s policy and commitment remains consistent:

“We are dedicated 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.”

To tackle the underrepresentation of women in our industry we work with our partners to actively engage in initiatives and programmes designed to trigger long-term positive change. We continue our focus on breaking stereotypes by providing work experience to all young people and 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.

allpay has a job evaluation scheme in place which provides roles with grading and associated salary band. Promotion and pay increase processes are transparent through the use of job specific skill matrices allowing a clear view of progression through the salary bandings.

All employees regardless their characteristics are encouraged to discuss their training, promotion opportunities and pay through allpay’s ‘Meaningful Conversations’ process.

Access to training is available to all employees, and self-enrolment can be requested via the learning management system, making the process more inclusive and transparent, and easy to monitor.

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 matters, and then offering flexible working to ease their return.

Overall, we envisage the gender pay gap closing further by the next reporting date, thanks to our commitment to offering the Real Living Wage and allpay’s further cost of living increases, which will impact the lower quartiles most positively.

2023	
Difference in hourly rate of pay – mean	12.9%
Difference in hourly rate of pay – median	20.8%
Difference in bonus pay – mean	-100.15%
Difference in bonus pay – median	-32.36%

Percentage of employees who received bonus pay	Males who received bonus pay% 15.7% Females who received bonus pay% 10.1%
Employees by pay quartile Upper quartile	Male 66.1% Female 33.9%
Employees by pay quartile Upper middle quartile	Male 61.3% Female 38.7%
Employees by pay quartile Lower middle quartile	Male 62.9% Female 37.1%
Employees by pay quartile Lower quartile	Male 34.9% Female 65.1%



Mary Cotton
Operations Director

