

# 2017 Gender Pay Gap Report

IntegraFin Services Limited (the Company) is the primary UK employer in the IntegraFin Holdings plc group of companies (the IntegraFin Group). This report fulfils the IntegraFin Group’s obligations to publish our gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The gender pay gap is reportable in six different ways:

**Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

**Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

**Bonus proportions:** The proportion of male and female relevant employees who were paid bonus pay during the relevant period.

**Quartile pay bands:** The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

This is the report for the snapshot date of 5 April 2017.

- The mean gender pay gap for the Company is **13.01%**.
- The median gender pay gap for the Company is **4.28%**.
- The mean gender bonus gap for the Company is **20.58%**.
- The median gender bonus gap for the Company is **11.66%**.
- The proportion of male employees in the Company receiving a bonus is **91.27%** and the proportion of female employees receiving a bonus is **88.80%**.

## PAY QUANTILES BY GENDER

Quartile	Males	Females
Lower quartile	56.98%	43.02%
Lower middle	65.12%	34.88%
Upper middle	63.22%	36.78%
Upper quartile	72.09%	27.91%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## WHAT ARE THE UNDERLYING CAUSES OF THE COMPANY GENDER PAY GAP?

The Company's gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the gender pay gap is the result of the roles which men and women occupy within the organisation and the associated salaries.

The Company is an equal pay employer and is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

## HOW DOES THE COMPANY'S GENDER PAY GAP COMPARE TO THAT OF OTHER ORGANISATIONS?

The Company's gap compares favourably to both the national average gender pay gap and that of the financial sector. The mean gender pay gap for the whole economy is 17.4%<sup>1</sup>. The mean gender pay gap for financial sector in the UK is 27.5%<sup>2</sup>. The Company's mean gender pay gap is 13.01%.

The proportions of men and women at the Company who received a bonus in the 12 months up to 5 April 2017 were 91.27% and 88.80% respectively. All staff have an equal opportunity to earn a bonus.

## WHAT IS THE ORGANISATION DOING TO ADDRESS ITS GENDER PAY GAP?

Whilst the gender pay gap compares favourably with that of organisations both across the UK economy and within the financial sector, the organisation is committed to reducing the gap further. It has taken steps to promote diversity as below.

- Fair, non-discriminatory and consistent recruitment processes are embedded
- Recruitment proportions of men and women are monitored

- The opportunity for flexible working is offered to all staff and the Company ensures that all staff, including those in senior roles, see flexible working as an option available to them
- The reintegration of employees on return from long term leave is monitored to ensure that they find it easy to return to work after a period of long term leave and are given the appropriate support
- Shared Parental Leave is promoted
- The Dignity at Work Policy reinforces to staff the standards of behaviour that the Company expects
- The Talent and Succession Policy ensures all staff in the Company have the opportunity to progress
- The Company adopts a fair and consistent remuneration approach across all divisions and roles and monitors pay and benefits, provides guidance to all managers who are involved in pay reviews and evaluates job roles and pay to ensure a fair structure

The aim of the Company's approach is not to exclusively advantage female employees, but rather to remove actual or perceived barriers they may have been more likely to face than their male colleagues.

I, Ian Taylor, CEO Integrafin Group, confirm that the information in this statement is accurate.



**Ian Taylor**  
**CEO Integrafin Group**  
28 March 2018

<sup>1</sup>Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures (October 2017)

<sup>2</sup>People Management analysis of first 570 gender pay gap reportees (February 2018)