



# Gender Pay Gap

**REPORT 2023**

# Introducing Paxton's report

We are committed to promoting equality at Paxton, and we recognise the immense value that comes from a diverse workforce. Continuous improvement is central to our company culture and as such, we are always looking for areas in which we can become a better employer.

Decisions regarding new appointments are always, and I hope always will be, made on a merit basis. With the gender-mix of those seeking a career in technology and engineering still male-biased, we have checks and balances to ensure we are not inadvertently perpetuating this.

In this, the sixth year of reporting, we have seen some changes in our results, which is largely due to the many initiatives and salary sacrifice options we have in place to make Paxton a flexible and understanding employer for all.

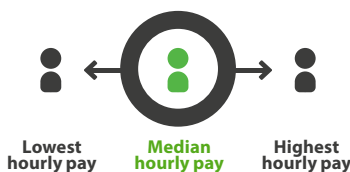
**“In true Paxton style, we will continue to be relentless in our pursuit of progress.”**

We pride ourselves on our longer-term initiatives to promote interest in technology and engineering careers within schools. In true Paxton style, we will continue to be relentless in our pursuit of progress.

**Adam Stroud**  
CEO



## Calculating the gender pay gap



### The difference = median hourly pay gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.



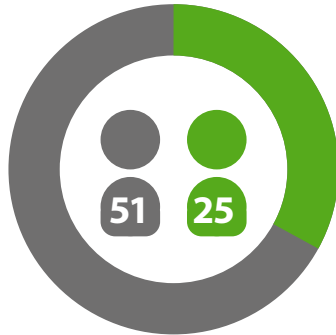
### The difference = mean hourly pay gap

The mean gender pay gap is the difference between the average earnings of all men and all women at Paxton.

# Results - Quartile

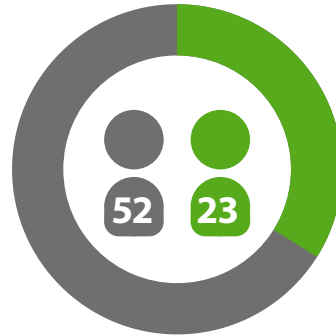
## Overall headcount

Total headcount **302**. 216 males (72%), 86 females (28%).



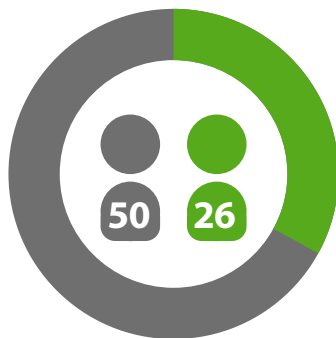
**Lower Quartile**

**67%** **33%**



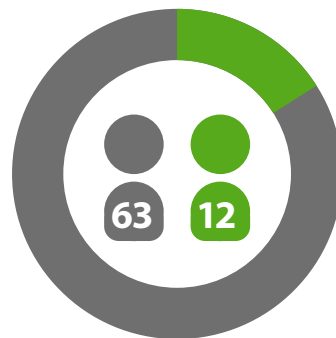
**Lower-Middle Quartile**

**69%** **31%**



**Middle-Upper Quartile**

**66%** **34%**



**Upper Quartile**

**84%** **16%**

## Gender pay / Equal pay

The gender pay gap is different to equal pay. Equal pay (Equality Act 2010) sets out that men and women doing the same job, undertaking the same work must receive equal pay. The gender pay gap is a measure of the difference in the average earnings of women and men across an organisation. It is expressed as a percentage of men's earnings.

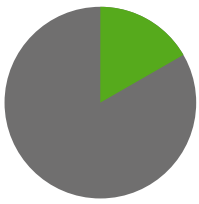
## Understanding the data

The main reason for these gaps is that we have more men than women at Paxton, this includes our senior roles.

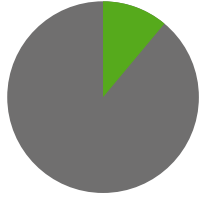
## Gender pay / Equal pay

The above data has been arranged into quartiles. Quartiles represent a salary pay band with the lower quartile showing new or entry level positions, and the upper quartile showing the split of men and women in senior positions and therefore the highest pay bands.

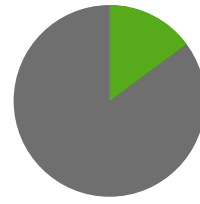
# Pay Gap



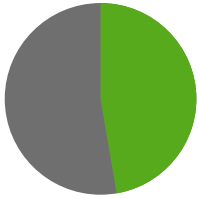
Paxton pay gap mean  
**16.7%**



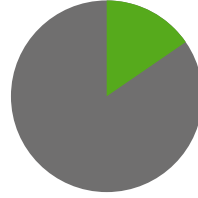
Paxton pay gap median  
**11.13%**



Nat. average pay gap median  
**14.3%**  
ONS.GOV.UK data



Paxton bonus gap mean  
**46%**



Paxton bonus gap median  
**57%**

Source: Annual Survey of Hours & Earnings, Office for National Statistics.

## Proportions of employees receiving a bonus

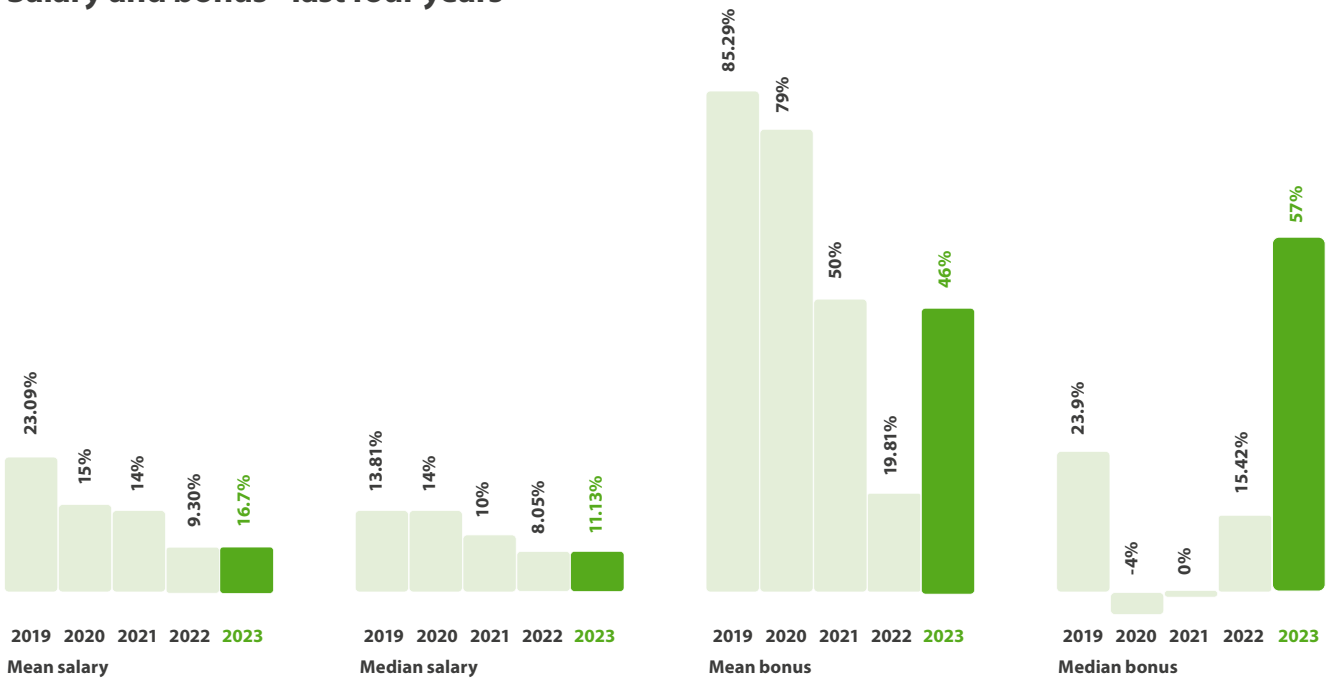


Males = 79  
**77%**



Females = 23  
**23%**

## Salary and bonus - last four years



## Closing the gap

In our six years of reporting, 2023 is the only year where we have not seen a reduction in the gender pay gap at Paxton. However, that is not to say we are not making progress, or that there have not been positive changes happening, after all, data is just one indicator of what is going on.

This year, our Gender Pay Gap is calculated from a data snapshot on 5th April 2023, and in addition to an increased number of individuals being excluded from our data due to maternity leave or gender identity, our data is also impacted by the optional salary sacrifice arrangements we offer our employees.

**“We are proud to offer amazing training & personal development opportunities to all Paxton employees...”**



### Continuous areas of focus and improvement

- **Maternity and Parental leave.** We increased the number of paid Dependency Days new parents can take in their first year of returning to work following maternity, paternity, or adoption leave. We provide 6 months full pay on Maternity and 1-month full pay on Paternity leave. We are flexible about how this is used. For example, Maternity pay can be split over 12 months half pay and Paternity leave doesn't need to be taken in one go, individuals can take the additional 2 weeks within the first year of their child being born. We continue to educate our employees on how they can take advantage of our different parental and flexible working options.
- **Equality, Diversity, and Inclusion (EDI).** Our EDI Group helps us to understand and build our cultural landscape; giving advice, overseeing projects, and educating the wider business to continually strive for an equitable, diverse, and inclusive work culture. Our Gender Equality working group reviews our policies and practices and provides feedback to ensure we are equitable and inclusive.
- **Hiring new talent.** Unconscious bias in recruitment can lead to less diverse teams and hinder business productivity. In order to create a diverse and inclusive

workplace, we work with our hiring managers to raise awareness of unconscious bias in recruitment ensuring a genuine level of consistency across the organisation.

- **Personal Development.** We are proud to offer amazing training & personal development opportunities to all Paxton employees and continue to receive positive feedback on this – In our 2022 survey, 79% of our people agree their job is good for their own personal growth. We remain committed to proactively and regularly seeking feedback from our employees as to what’s working for them and how we can improve in this area. Together we’ll keep working towards closing the gender pay gap and ensure genuine equality and balance at Paxton.
- **Automatic Maternity and extended parental leave cost of living increase.** We have implemented an automatic cost of living percentage salary increase for any employee on maternity or extended parental leave.
- **Menopause awareness.** Our goal is to prevent women at Paxton from considering leaving their employment due to suffering from adverse symptoms caused by the menopause. Studies show that 25% consider leaving their employment because of the adverse symptoms caused by the menopause and the lack of understanding and support provided. We are pleased to be working in partnership with Myla Health to provide support to our colleagues. We work to educate our colleagues on how they can support their teams and female colleagues.

## “...79% of our people agree their job is good for their own personal growth”

### What have we done in the last 12 months?

- **Cost of living pay increase .** In late 2022 and throughout 2023, we experienced increases to costs of fuel and other everyday items like we’d never seen before. To support our employees globally, Paxton awarded a fixed sum salary increase to everyone in January 2023 to help with the increased cost of living.
- **Maternity and Extended Parental Leave returner programme.** We saw an increased number of women taking maternity leave and returning in 2021 and 2022 and are continuing to see these numbers rise. Our 2023 report has excluded 5 employees because they were on maternity leave on the snapshot date. Following feedback from parents returning from parental leave, and in wanting to encourage our talent to return to Paxton, we have started a programme to ensure timely discussions of important topics to parents when planning to leave work and when returning from extended leave. This programme helps build stronger communications between the individual, their line manager, and our HR team, and helps to ensure the transition and experience is as positive, smooth, informative, and supported as possible.
- **‘About me’.** Our EDI Group launched an ‘About me’ campaign to invite employees across our UK and South Africa regions (legislative restrictions in other regions) to share information about themselves. This included information such as gender identity, parental and caring responsibilities, and neurodiversity, for example. This information has been helpful in allowing us to better understand our workforce and their needs. We have therefore excluded employees who identify as ‘non-binary’ from our reporting this year.



As a company striving for continuous improvement, we are committed to listening to what’s important to our colleagues and acting. Reducing the gender pay gap at Paxton is and will remain a focus for us now and in years to come.

**Nicola O’Donnell**  
Chief People Officer