

Gender Pay Gap Report 2018



Introducing Paxton's report

We are committed to building a diverse culture that promotes equality at Paxton. We are constantly looking at ways to bring the best working experiences to all our employees, across the globe. Yes, we have a gender pay gap. While this is partly due to male/female demographics in engineering & technology, it has given us an opportunity to re-examine how we're doing and make some bold improvements to ensure equality and balance.

Moving forward we plan to help close our gender pay gap by focussing our energies in the following areas:

- Family friendly working policies
- A fastidious attitude to ensuring equal opportunities in recruitment
- Genuine progression & visible role models
- Educating female school leavers about working in technology

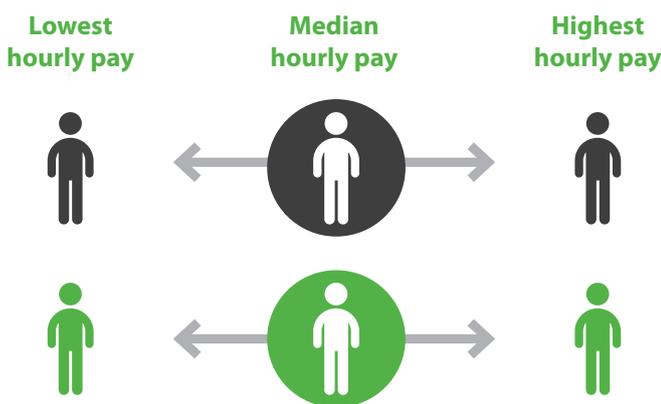


In true Paxton style, we plan to continuously seek feedback in our bid for progress.

Adam Stroud
CEO

Calculating the gender pay gap

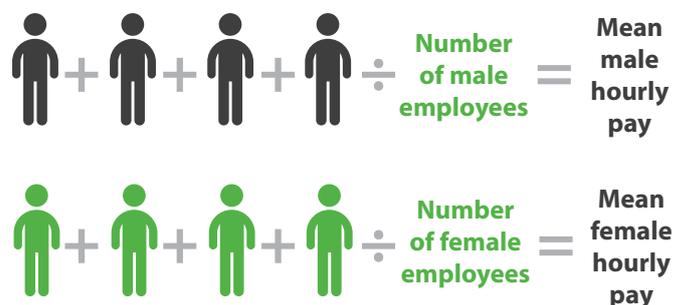
Median difference



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.

Mean difference

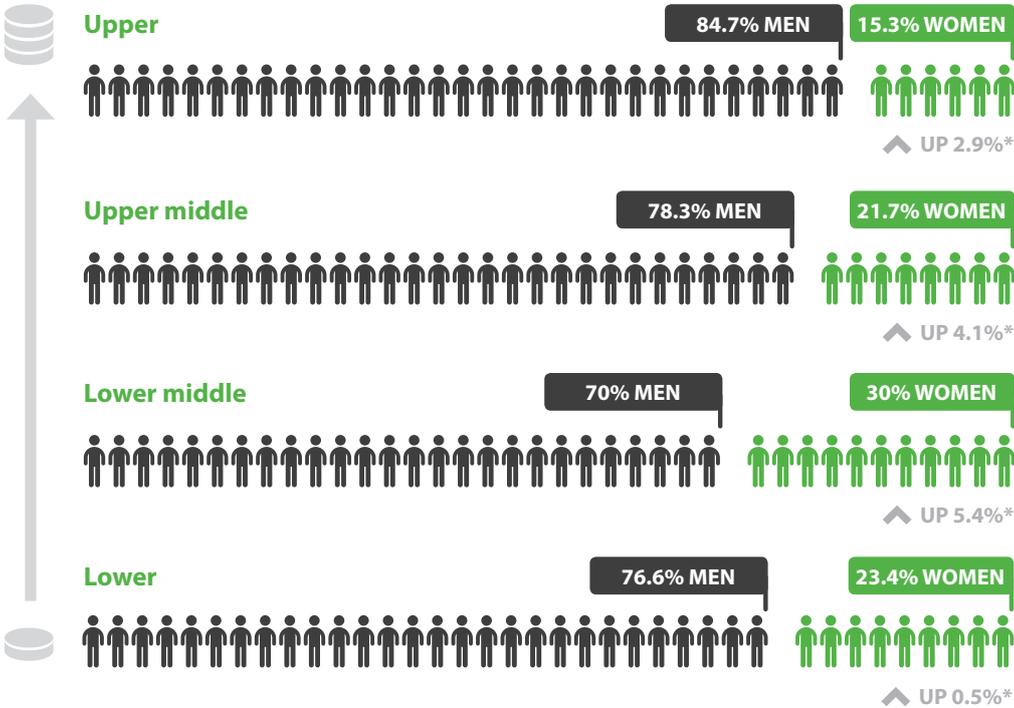


The difference = mean hourly pay gap

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

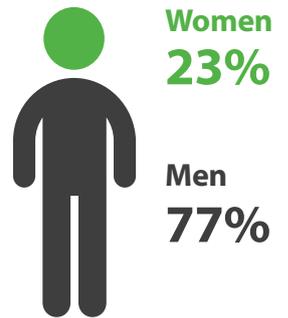
Results

Quartile



Overall headcount

Overall headcount: 263
The following data pertains to 239 full pay relevant employees



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.

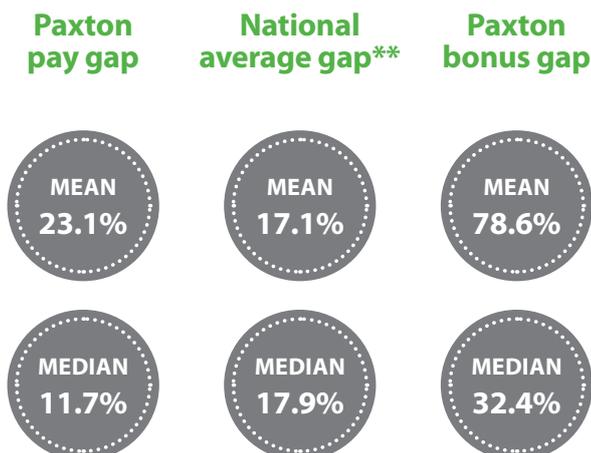
Understanding the data

The main reason for these gaps is that we have more men than women at Paxton, and this includes our senior roles. Generally the number of women working in each quartile has increased, an improvement from 2017.

What is a quartile?

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



Proportion of employees receiving a bonus payment



*From 2017

**2018 provisional data from ons.gov.uk

Closing the gap

As a company striving for continuous improvement, we are used to listening to what's important to our colleagues and taking action.

Last year, during our International Women's Day celebrations, we sought feedback about how we could take further steps in equality and balance at Paxton. The outcome has meant we're introducing and adapting policies that will improve the lives of our existing and future employees.

I'm pleased to say this year we will be focussed on:

Family friendly policies that offer real choice

- We're increasing maternity leave to 6 months full pay
- Increasing paternity leave to 1 month full pay
- Continuing to educate on how employees can take advantage of shared parental, adoption & surrogacy leave options
- Introducing a brand new returner programme for those rejoining us following extended leave – ensuring a world class return to work experience
- Ensuring employees are aware of our flexible working hours and policies



As a company with significantly more male employees, we want to ensure all employees have strong female role models

Recruitment – ensuring an equal and inclusive experience from the get-go

- We'll be rolling out unconscious bias training for all hiring managers to ensure a high level of consistency, across the organisation
- Clear advertising of family friendly policies on our website, working with us booklet & job adverts
- Clear communication of the amazing training & personal development opportunities available once you get started

Giving something back

- In 2019 we're working with The Girls' Network to support & mentor female school leavers in our local communities
- We'll be hosting free Paxton workshops to encourage girls interested in technology and the wider business working environment

Genuine progression & visible role models

- As a company with significantly more male employees, we want to ensure all employees have strong female role models
- We'll have 10 trained female Paxton mentors by the end of 2019
- We have an onsite Learning & Development Business Partner, clear career pathways and dedicated personal development policies meaning every employee gets easy and equal access to growing at Paxton

On top of this 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.



Nicola O'Donnell
HR Director