

# Gender Pay Gap Report 2019



# 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

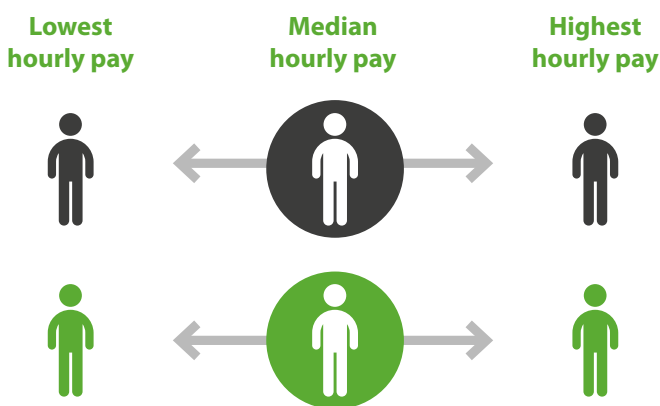


In true Paxton style, we plan to continuously seek feedback in our bid for progress.

**Adam Stroud**  
CEO

# Calculating the gender pay gap

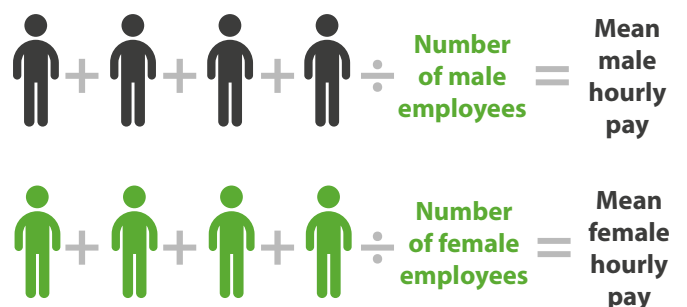
## Median difference



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

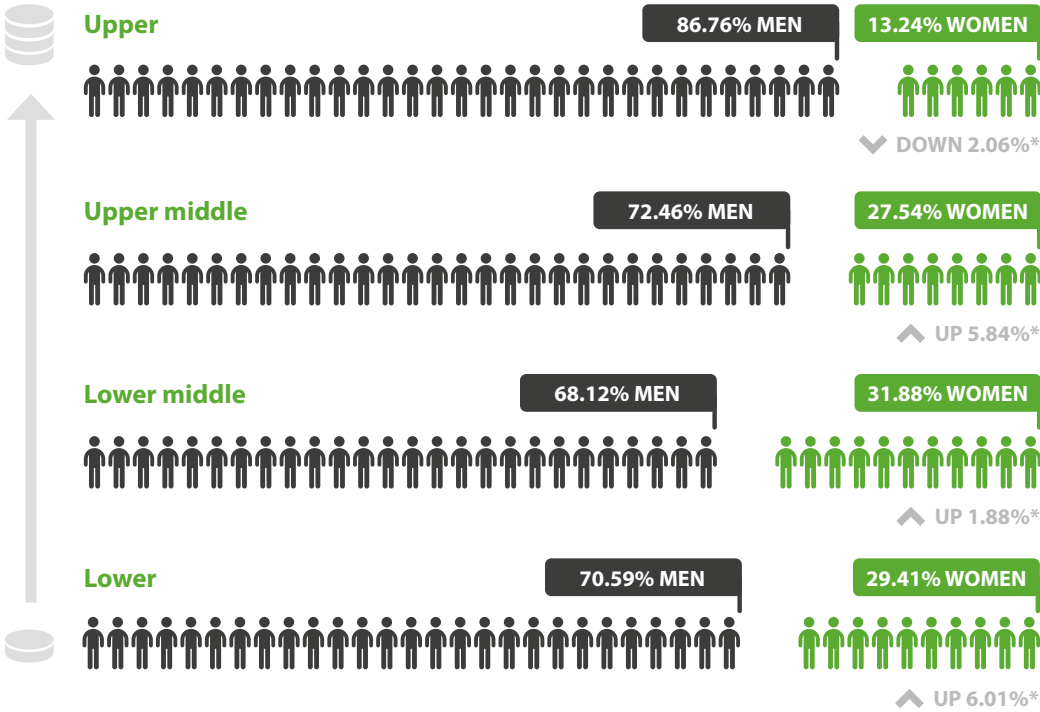


The difference = mean hourly pay gap

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

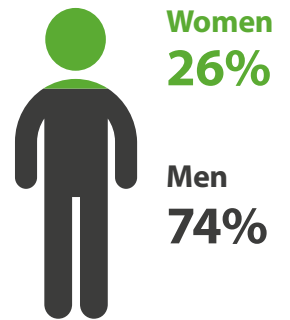
# Results

## Quartile



## Overall headcount

Overall headcount: 275  
The following data pertains to 274 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.

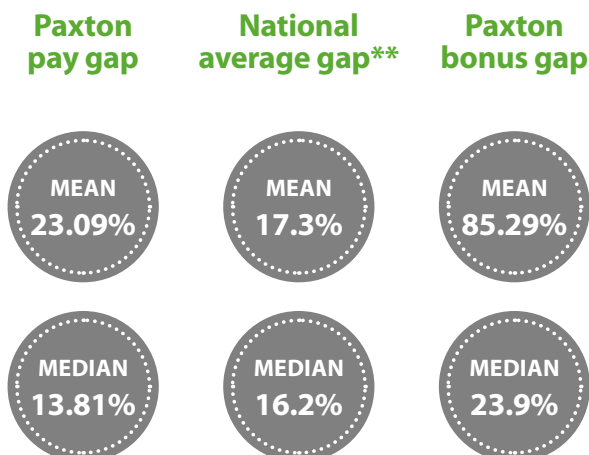
## Understanding the data

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 2018.

## 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 2018

\*\*2019 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.

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

Here's an update on our progress over the last year and our focus for 2020:

## Family friendly policies that offer real choice

- We have increased maternity leave to 6 months full pay and paternity leave to 1 month full pay
- We continue to educate our employees on how they can take advantage of shared parental, adoption, surrogacy & flexible working options
- We are working on a brand new returner programme for those re-joining us following extended leave – ensuring a world class return to work experience



**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

- All our hiring managers have received unconscious bias training ensuring a genuine level of consistency, across the organisation
- Our new website & job adverts promote our family friendly policies
- We are proud to offer amazing training & personal development opportunities to all Paxton employees and continue to receive positive feedback on this - 77% of our people agree their job is good for their own personal growth

## Giving something back

- This year we're partnering 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
- This year, we've promoted 3 more female professionals to Paxton's senior leadership team
- We now have 12 fully trained female Paxton mentors and coaches offering development support to their colleagues with professional guidance, tips and advice
- Our Learning & Development Business Partner is dedicated to offering clear career pathways and personal development plans ensuring every employee gets easy and equal access to growing at Paxton
- Based on feedback, we've started an employee-led Diversity & Inclusion group who will focus on new plans to continue to make Paxton the best place to work, for everyone

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