

# Gender Pay Gap Report

2024

# Introducing Paxton's report



Paxton is on a journey to become a global market leader, with people at the heart of our aspirations. We aim to be one of the best places to work, providing environments that facilitate productivity and innovation. Our ambition is to be world-class in everything we do, from our products and services to our work environment.

At Paxton, we champion equality and celebrate the value of a diverse team. We are committed to continuous improvement and strive to be an exceptional employer for everyone. Our hiring decisions are based on merit, and we actively work to prevent reinforcing gender imbalances in tech and engineering.

We are proud of our efforts to inspire young people to pursue careers in tech and engineering and remain dedicated to driving progress.

Reducing the gender pay gap remains a focus for us now and in the future. We listen to our colleagues and act on their feedback to foster a better work environment.

Nicola O'Donnell, Chief People Officer

# Measuring gender pay



Our Gender Pay Gap has been calculated using the mechanisms that are set out in the Gender Pay Gap Reporting Legislation. Under these regulations the Gender Pay Gap is defined as the difference between the median and mean hourly rates of pay that men and woman receive.

## **The median pay gap**

If we lined up all our female colleagues in order of how much they are paid (by their hourly rate) and all our male colleagues in another line, the median would be the middle person in each line. The median Gender Pay Gap is the difference in pay between the middle female hourly rate and the middle male hourly rate.

## **The mean pay gap**

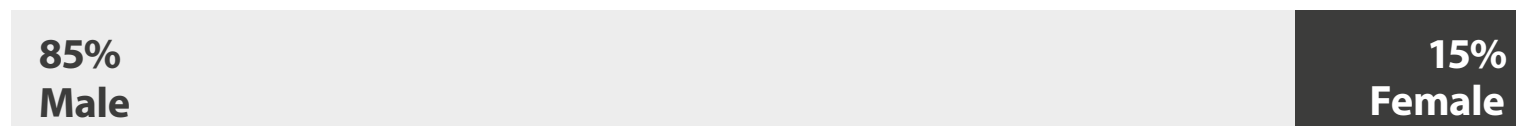
The mean pay gap shows the difference in average hourly pay for women compared to the average hourly rate of pay for men.



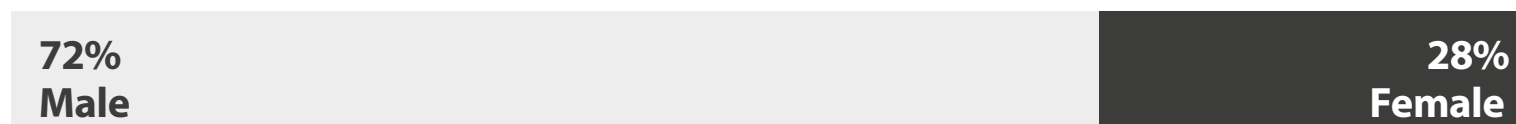
# Our gender pay gap



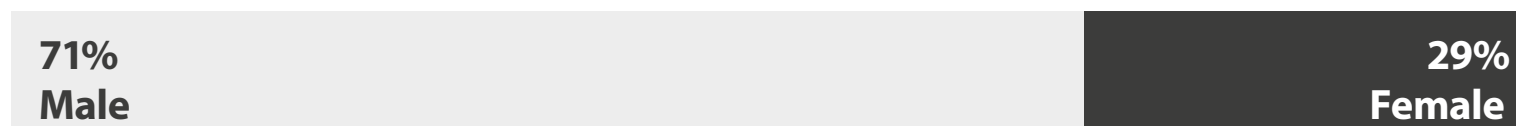
## Upper quartile



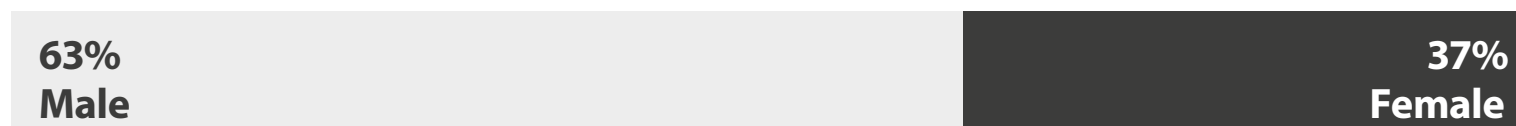
## Upper middle quartile



## Lower middle quartile



## Lower quartile



Our 2024 Gender Pay Gap calculations are based on 315 relevant employees i.e. those who meet the reporting legislation:

Number of relevant male employees – **229 (73%)**

Number of relevant female employees – **86 (27%)**

### Mean pay gap

17.5%

### Median pay gap

12.8%

**78 (69%) male employees receive a bonus**

**35 (31%) female employees receive a bonus**

### Mean bonus gap

61%

### Median bonus gap

57%

# Closing the gap

This year we saw a growth in our gender pay gap across all areas.

At the time of the snapshot, the majority of exclusions were female, due to maternity leave, sickness, and retirement, which slightly impacted the gender pay balance in the report. This resulted in a higher proportion of males being included, while the number of females remained consistent with previous years.

As a company, we are continuously exploring new ways to foster an inclusive and supportive environment for all our employees. We are confident our ongoing long term strategy will not only contribute to reducing the gap but also create a stronger, more equitable workplace for everyone.

## Hannah Communications Manager

Finding the right work/life balance after maternity leave has looked different over the years, and I have benefitted from different flexible arrangements.

I've always felt empowered to find that balance; to me this means I can be present in both my family life and my career.



## Chris & Gem Paxton family

With the flexibility offered by Paxton, we have more time for our children. We are able to complete the school runs and be there for them in the afternoons, enabling them to attend clubs. Without this arrangement, it is unlikely that both of us would have remained in employment while our children are in primary school.



# What we do



Sunday Times Best Places to work



Flexible working and competitive salaries



Enhanced maternity and generous paternity leave



Training and personal development for all



EDI group



Community outreach



Menopause support



Mentoring



Benefits

# Inspiring the future

## Mentoring - Dare to Dream

Since 2021, we've partnered with a local charity to connect with schools in the Brighton and Eastbourne area. In collaboration with the schools, we aim to introduce students to our industry and inspire them from a young age - whether that means pursuing a future in the field or gaining valuable professional and career insights.

Our employees consistently share how rewarding the experience is and the personal growth they gain from it.

We also invite students to our premises, allowing them to see first-hand the range of opportunities available in our industry. By broadening their perspectives, we hope to ignite a passion that encourages them to consider a career in the technology industry.



**Lisa  
Mentor**

I participated because I struggled in school; I was quite naughty, my behaviour stemmed from an unstable upbringing. I felt I could relate to the children, as some were experiencing similar problems, and I believed I could make a real difference in their lives. The Dare to Dream programme is amazing, and I saw first hand how much happiness it brought to the children.

**Tommo  
Mentor**

It was a pleasure to take part in Dare to Dream and I immensely enjoyed the opportunity. I have personal experience like some of the children I met, and it was rewarding for me to be able to offer mentoring and guidance that I hope will in some way inspire them. I would love to take part in this again and highly recommend it to others who feel they have something to give.



**Molly  
Mentor**

Dare to Dream is an amazing project that everyone should get involved with. I found school challenging so the thought of stepping into the working world was terrifying. I would have hugely benefitted from having a mentor at that age to talk to and offer reassurance.

# Our people

## Empowering our colleagues

We have introduced a programme to help our Support department with call handling and assertiveness, giving them the confidence to deal with calls in the best way. This has been rolled out to the whole department to make sure everyone can empower each other to feel self-confident on calls.

Our Equality, Diversity and Inclusion group have supported us to review and make suggested updates on all our policies. The focus was to increase inclusivity by ensuring the policies were clear and that the information is presented in simple language.

## Recruiting new talent

Our results have shown us that to make a change in the gap we need to encourage more women into the industry as a whole.

We are constantly working with companies and new technologies to make sure our job adverts do not rule out any demographics and do not favour a gender, race or age.

We are also making sure we have more representation in our imagery for marketing material.



## Luke Software Engineer

After returning to work from paternity leave, it became incredibly important for me to establish a routine that balanced my professional responsibilities with my family life. Paxton supported me through this transition, helping me create a working arrangement that allowed me to continue advancing my career while also being present for my family and actively involved in my son's life.

## Kerri Support Team Leader

Since my dad has been diagnosed with vascular dementia and Alzheimer's, the medical and care appointments he needs to attend have increased, many of which are during the working day.

With the support of Paxton, I can attend these appointments with him. This gives me the peace of mind that I can continue to support my dad.





# Thank you

[www.paxton-access.com](http://www.paxton-access.com)