

Gender Pay Gap

Reporting on our gender pay gap | April 2019

Our Salary Gap

The difference in hourly pay between men and women: snapshot date 5 April 2018

Difference between men and women		
	Mean (average)	Median (mid-point)
Pay Gap	16.0%	11.2%

*Data calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Our Bonus Gap

The difference in bonus payments between men and women:
April 2017 - March 2018

Difference between men and women

	Mean (average)	Median (mid-point)
Bonus Gap	40.2%	21.0%

The proportion of men and women in each compensation quartile

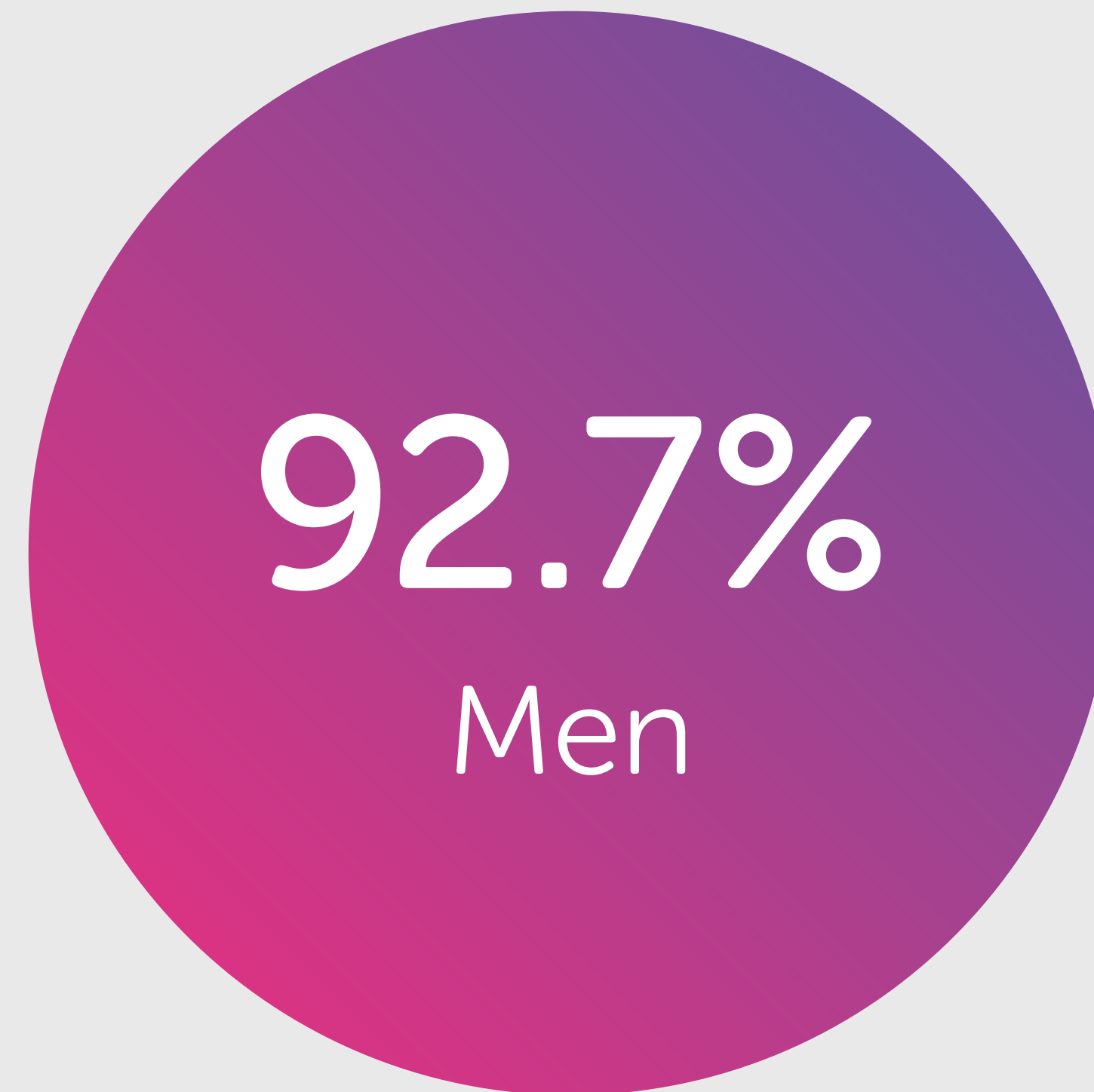
Quartile	Men	Women
Upper	68.2%	31.8%
Upper middle	57.6%	42.4%
Lower middle	61.7%	38.3%
Lower	46.7%	53.3%

1) Hourly rate of pay includes all types of ordinary pay, including base salary and all forms of allowance.

2) Bonus pay includes all types of pay that relate to performance and incentive, including annual cash bonuses, spot cash bonuses and relevant equity issue valuation.

The number of men and women receiving a bonus

All Simply Business employees are entitled to a bonus scheme – the only exceptions being those within probation and notice periods.





David Summers, Group CEO



At Simply Business, our commitment continues to create an inclusive culture that respects diversity and where all people decisions are based on absolute fairness.

"This report highlights that our salary gap of 16.0% and bonus gap of 40.2% represent progress on last year – but the truth is behind these headline numbers lies a complex story.

"On the one hand, we're in a positive position versus the insurance industry where the average salary gap last year was 29%. Then there is the progress at our Contact Centre in Northampton, where the majority of our UK employees are based, that has achieved a negative salary gap. Plus, since the snapshot date in this report, 50% of our Leadership Team roles are held by women.

"However, the rapid growth of our technology and product teams in London sees us suffer similar symptoms to many companies. Today, the jobs market for these roles is highly competitive and, ultimately, male-dominated. At Simply Business, 76% of all tech and product people are male. This heavily skews our overall salary gap, and while we understand that this is a wider societal challenge, we're striving to tap into diverse talent pools through a range of initiatives."