

GENDER PAY GAP REPORT 2023

Since 2017 the Government has required all companies with 250 or more employees to report their gender pay gap figures on a specific date each year – this is the ‘snapshot date’.

When considering the gender pay gap, success is measured by a reduction in figures – i.e., ‘closing the gap’. A misconception is that the gender pay gap refers to paying men and women equally for the same role (known as ‘equal pay’), but in fact, the gender pay gap is a measure that shows the difference between the average pay of men and women in an organisation.

This year’s report covers the period of April 2022 to April 2023. During this time, the average hourly gender pay gap at BJSS has remained at 17%.

WHAT THE GOVERNMENT REQUIRES US TO MEASURE

Hourly pay

Mean gender pay gap: The difference between the mean average hourly rate of male and female employees.

Median gender pay gap: The difference in pay between the middle-placed woman and middle-placed man in a list of hourly pay ordered from highest to lowest.

Bonus pay

Mean gender pay gap: The difference between the mean average bonus pay between male and female employees.

Median gender pay gap: The difference in bonus amount between the middle-placed woman and middle-placed man in a list of bonus amounts ordered from highest to lowest.

Pay Quartiles: The hourly pay of all employees is arranged from highest to lowest and then divided into four quartiles. This shows the proportion of men and women divided into four pay bands to adhere to government requirements.

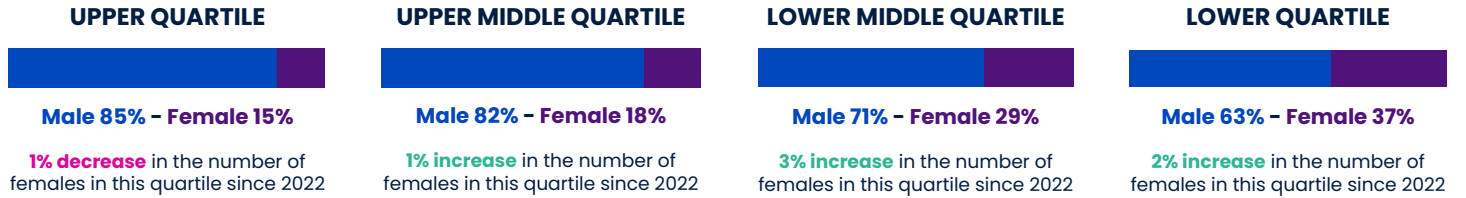
Pay quartiles represent four salary bands: Lower (L), Lower Middle (LM), Upper Middle (UM), and Upper (U).

Pay Quartiles Gender Split: The pay quartiles look at the gender representation at different levels of pay. They encompass the whole business, from those joining us at entry level to the Board and includes the full spectrum of roles at BJSS. The proportion of male and female employees in each quartile is then calculated and compared to identify if there is a gender imbalance across the quartiles.

We have seen an increase in the number of women in most pay quartiles since 2022, with the highest increase in the lower middle (3%).

PAY QUANTILES BREAKDOWN

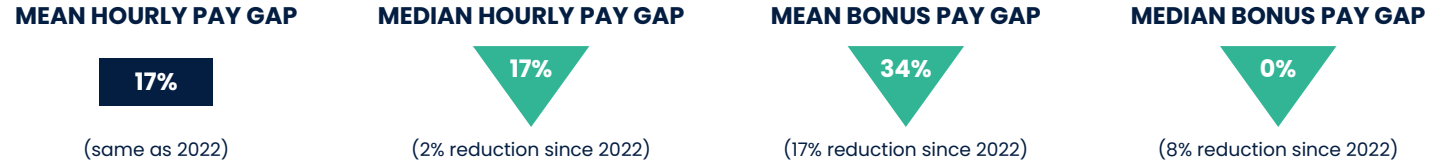
These figures show the number of males and females in each quartile compared to last year and indicate where there have been increases since the last report.



GENDER PAY GAP 2023: OUR RESULTS

Pay and Bonuses

These are our gender pay gap figures for 2023.



EXPLAINING THIS YEAR'S FIGURES

While the overall mean hourly pay gap has remained the same as 2022, it's good to see that the gap has reduced in all other areas of the gender pay gap that we measure. It's encouraging that the bonus gap has reduced significantly, particularly the median bonus pay gap which has closed completely since BJSS' 2022 report!

As BJSS grows, more people (male and female) across different pay quartiles are receiving a bonus which is reducing the overall average bonus amount. Over the past year the total amount of bonuses paid has reduced and the number of males receiving bonuses has decreased which has also driven down the average.

It's positive that, although a higher number of women in our business occupy the lower middle and lower quartiles (thus affecting the average salaries and bonus figures of males and females), we have still been able to move the dial in the right direction.



BILLABLE VS NON-BILLABLE GENDER PAY GAP

Our business can be divided into client-facing functions (billable) and operational functions (non-billable). The client-facing contingent makes up most of our business (89% of all BJSS employees are client-facing), so it's interesting to look at this area in isolation, and compare its gender pay gap data to our overall results. As shown below, whilst our overall gender pay gap this year remains at 17%, this figure reduces significantly to 11% for our client-facing colleagues.

Billable Gender Pay Gap

These are our gender pay gap figures for the **client-facing** portion of our business.

MEAN HOURLY PAY GAP

11%

(same as 2022)

MEDIAN HOURLY PAY GAP

12%

(same as 2022)

MEAN BONUS PAY GAP

1%

(5% increase since 2022)

MEDIAN BONUS PAY GAP

-12%

(8% increase since 2022)

Non-billable Gender Pay Gap

These are our gender pay gap figures for the **operational portion** of our business.

MEAN HOURLY PAY GAP

41%

(5% reduction since 2022)

MEDIAN HOURLY PAY GAP

31%

(19% reduction since 2022)

MEAN BONUS PAY GAP

83%

(1% reduction since 2022)

MEDIAN BONUS PAY GAP

80%

(1% reduction since 2022)

MOVING FORWARD

Getting more women into tech careers is an industry-wide challenge and at BJSS, we know how important it is that we play our part in moving the dial. As part of our wider business strategy, we're always looking at ways to continue to build an inclusive and diverse community, however we know that this could be more effective with greater resources. That's why we're looking at forging strong and meaningful partnerships with industry experts and other tech companies to share resources and increase our collective efforts.

Tech Talent Charter: BJSS has signed up to the Tech Talent Charter to drive greater diversity within the tech industry. This will give us access to a wide range of networks and resources to utilise in our efforts to move the dial on female tech workers within BJSS and the wider UK tech talent pool. BJSS compares its data with the wider tech industry to understand the trends which allows us to make more meaningful change.



BJSS Academy: The BJSS Academy is a great way to encourage more women into the business. It works with organisations such as North Coders, Command Shift, Tech Up Women, Generation, and School of Code in a collaboration that uses joint resources and shared strategies to actively seek out women interested in tech. The Academy team also work with specific women in tech bootcamps to push the same agenda.