

Gender pay gap report 2024

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 2023 to April 2024. During this time, the average hourly gender pay gap at BJSS has reduced to 14%.



What the government requires us to measure

Hourly pay

Mean gender pay gap: The difference between the 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 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).

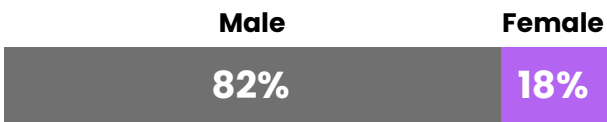
Pay quartiles gender split

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.

Pay quartiles 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.

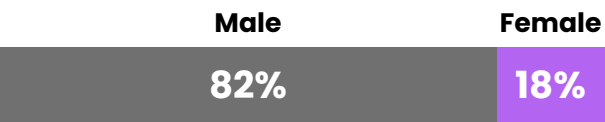
Upper quartile – 3% increase in the number of females in this quartile since 2023



Lower middle quartile – 2% increase in the number of females in this quartile since 2023



Upper middle quartile – Number of females remained the same in this quartile since 2023



Lower quartile – 1% decrease in the number of females in this quartile since 2023



Hourly and bonus pay gap

These are the results for 2024.

Mean hourly pay gap – 3% reduction since 2023



Median hourly pay gap – 3% reduction since 2023



Mean bonus pay gap – 2% reduction since 2023



Median bonus pay gap – 3% increase since 2023



Explaining this year’s figures

It’s encouraging to note that the overall gender pay gap for 2024 has **decreased to 14%**, showing progress in pay equity. This change can be attributed to several factors, including an increase in the number of women we’ve hired compared to our existing workforce. Moreover, the women that have joined us are starting with higher salaries than those who have left BJSS in the past year.

Furthermore, there’s been a promising **3% rise in the proportion of women in the upper quartile**, indicating more women are advancing into senior leadership positions.

In addition to these advancements, the **mean bonus pay gap has also narrowed by 2%**, thanks to more women receiving bonuses.

While the distribution of women across the lower middle and lower pay quartiles continues to impact overall salary and bonus averages, it’s good to see we’re continuing to make progress in reducing the gender pay gap.

Billable vs non-billable

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 (**90% 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 here, whilst our **overall gender pay gap this year remains at 14%**, this figure reduces significantly to **8% for our client-facing colleagues**.

It's great to see that over this period, a higher number of women have moved into higher paid billable roles, decreasing the overall pay gap in this group.

Billable

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

Mean hourly pay gap - 3% reduction
since 2023



Mean bonus pay gap - 7% increase
since 2023



Median hourly pay gap - 1% reduction
since 2023



Median bonus pay gap - 12% increase
since 2023



Non-billable

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

Mean hourly pay gap - 5% reduction
since 2023



Mean bonus pay gap - Same
as 2023



Median hourly pay gap - 2% reduction
since 2023



Median bonus pay gap - 13% reduction
since 2023



CSR

Women in tech is one of our main focus areas for CSR. Over the past year, we've worked on a number of initiatives that empower women and foster inclusivity within the tech industry, such as Girl Tech (Leeds), EmpowerHer Initiative (Glasgow) and partnerships with Northcoders and TechUpWomen.

BJSS Academy

In our most recent cohort, **35%** of participants were female, highlighting our ongoing commitment to gender diversity in tech and creating opportunities for women to succeed in the industry.

Moving forward

We are looking forward to joining forces with CGI, who are doing a great job in this area, with a **gender pay gap of 6.8% in 2023**.

We believe that by working together, we'll be able to increase our impact and advance gender pay equity while continuing to explore ways to build an inclusive and diverse community.