

# Collinson Gender Pay Gap 2021

## Introduction

Collinson is an organisation committed to compliance with the word and spirit of the relevant employment legislation. The requirement of gender pay gap reporting comes at a time when we have significantly increased our focus on the topic of diversity and inclusion.

We see the reporting as a positive opportunity to ensure we are making a difference where it is most required. Our obligations to report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, have enhanced our internal analysis of average pay in the business and is helping us to shape for the future.

Equal pay looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We strive to achieve equal pay for equal work regardless of gender. The gender pay gap report shows the differences in the average pay between men and women, regardless of the role they are undertaking, for all full and part-time UK based employees, excluding contractors.

When determining the pay gap certain circumstances result in the exclusion of some colleagues from what is known as 'relevant pay', generally these are individuals on unpaid or reduced paid leave (e.g., statutory leave such as maternity and paternity).

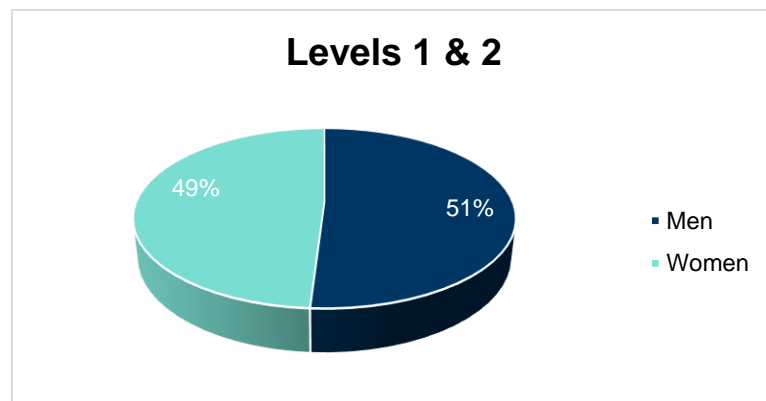
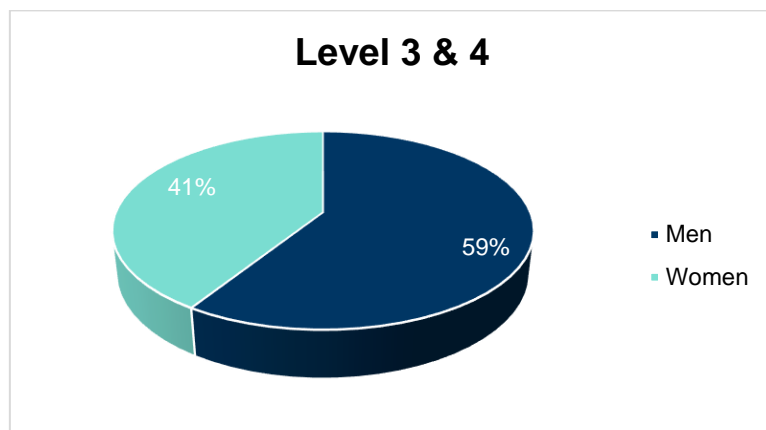
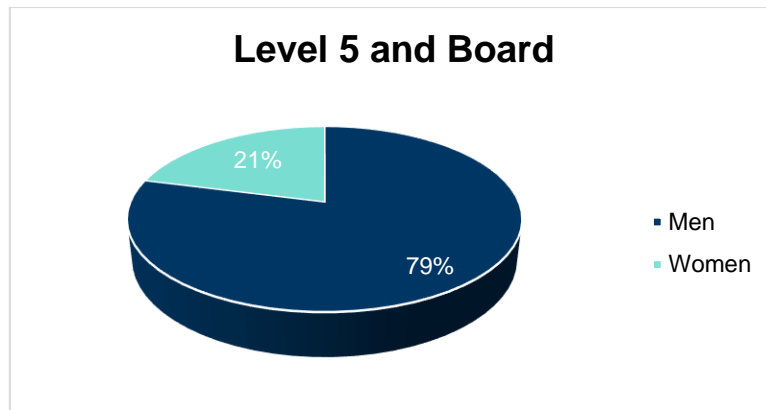
This snapshot in time was taken on the 5 April 2021. On this day, Collinson employed 55% male employees and 45% female.

## Mean and median

- We can confirm from the 2021 figures that women's pay based on the mean is 24.7% lower than men's pay for all UK based employees of Collinson.
- This is 3.7% worse than reported in the previous year.
- For context, like many employers, the impact of the global pandemic resulted in Collinson using the Government Furlough scheme as well as 25% pay cuts across various roles in the business.
- Therefore, when we compare to 2019 – pre-covid, the comparison is better by 3.3%.
- When comparing to last year there has been a 2.3% median increase, and when we compare with 2019 there has been a 7.1% median improvement from 32.0% to the current 24.9%.

## Why do we have a gender pay gap at Collinson?

Below shows the breakdown of the gender split between lower, mid, and senior level roles.



There are two main drivers behind Collinson’s gender pay gap – the number of women occupying senior roles and a reliance on professions that are typically male dominated. Some key analysis include:

- There is a slight increase in Levels 5 and the board in comparison to 2020 with 21% in senior leadership roles for women. This is an increase of 3%.
- We have the same number of women who are occupying Levels 3 & 4 with 41%.
- We have the same number of women who are occupying Levels 1& 2 with 49%.

## Women in Tech

The market conditions dictate that technology roles tend to demand higher salaries when compared to many other professions within Collinson.

Those occupying technology roles represent 23% of our workforce, and of those 72% are men. Of the 28% that are women, 79% are contractually based in London.

Our main offices in the UK are based in London and West Sussex and according to Tech Nation only 19% of tech workers are women in London compared to the 49% of working population as women in the same area.

We have an opportunity to attract more female talent in this competitive area.

Our Talent Acquisition team have been working on a number of initiatives to help make changes and diversify our talent across Collinson. This includes:

- Improving our employer branding
- Anonymising CVs in the recruitment process to help minimise unconscious bias
- Using a tool to help make our job descriptions more gender neutral.

Whilst we have taken significant steps to address a better balance of women in technology roles, we recognise that the availability of men vs. women technology talent in the market is disproportionate.

We also observe a greater number of employees in finance roles which represent 14.1% of our workforce, and of these 44% are men. This is a decrease of 2% vs the previous reporting year.

## What do we have planned?

Diversity, Equity and Inclusion is important to Collinson. We've always had a proud history of hiring a diverse range of talent as we recognise that it's a key enabler for our business success. We are planning a number of initiatives to help drive and reduce the gender pay gap.

## Mean Gender Pay Gap by pay quartiles

This is the percentage of men and women employees in four quartile pay gaps bands (dividing our workforce into four equal parts).

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Women	27.9%	34.7%	45.8%	63.2%
Men	72.1%	65.3%	54.2%	36.8%

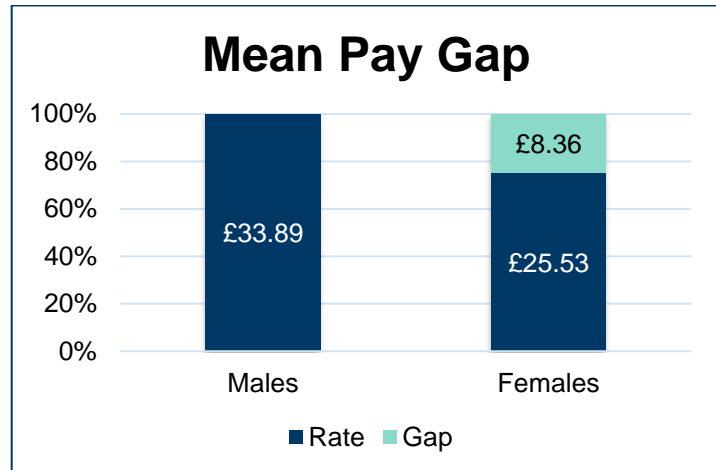
## Mean and median gender pay gap

The mean gender pay gap is the difference in average pay that men and women employees receive. The median gender pay gap shows the difference in the midpoints of the ranges of pay received by men and women.

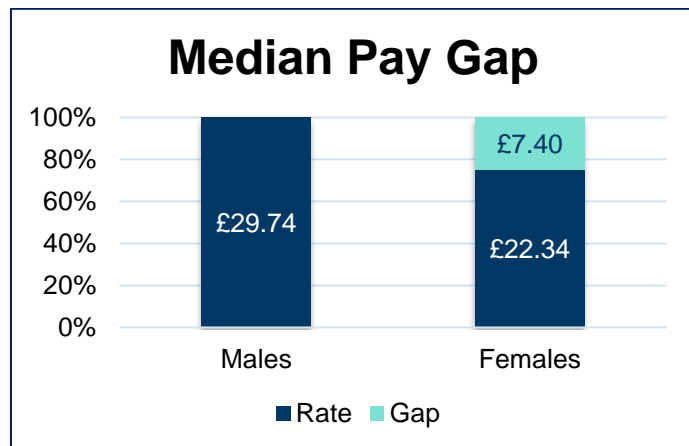
Last year (2020) the results appeared to be positive as the hourly pay gaps narrowed from £8.76 to £6.22 (Mean) and £8.42 to £6.36 (Median). However, we did think it was probably unwise to get too excited by this as it was unclear how much the pandemic had impacted due to the use of the Government Furlough Scheme and the 25% pay cut.

Unfortunately, that cautious approach has proved to be correct as the mean has moved back out to £8.36 and the median to £7.40.

Mean Hourly Pay		
Gender	Rate	Gap
Males	£33.89	
Females	£25.53	£8.36



Median Hourly Pay		
Gender	Rate	Gap
Males	£29.74	
Females	£22.34	£7.40



Albeit the positive is that the numbers are better than 2019, which is probably the comparable year to use, but we need to be mindful of the following:

### Furlough

- When determining the pay gap certain circumstances result in the exclusion of some colleagues from what is known as 'relevant pay', generally these are individuals on unpaid or reduced paid leave (e.g., statutory leave such as maternity and paternity). The introduction of the Government Furlough Scheme has been added to the category of non-relevant pay.

- In 2020 this resulted in 154 (16%) employees being excluded from the analysis. Of those furloughed colleagues, 56% were female.
- In 2021 the number reduced to 47 (6%) employees of those furloughed colleagues 55% were female.

### Pay Cut

- The implementation of the 25% pay cut was made during the reporting period for 2020 and this reduced pay was to be classified as 'relevant pay' and therefore required inclusion in our analysis.
- This affected 204 (28%) of colleagues analysed, of which 75% were men. Understandably that previously reduced income has now affected the gap(s) being reported for 2021 when compared to last year.

### Bonus pay

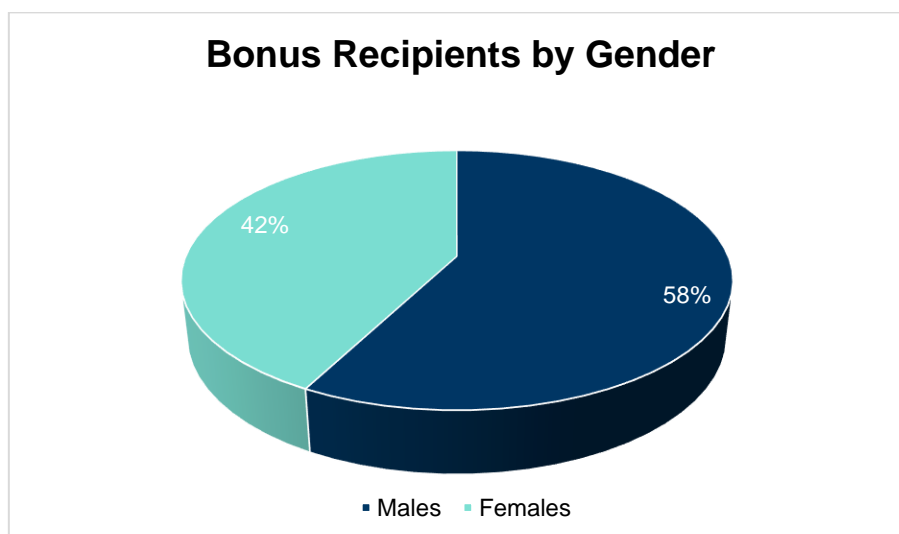
This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2021.

Bonus Pay Gap		
Males	Females	Bonus Gap
33.9%	30.9%	3.0%

There were 272 bonus recipients in 2020/2021 of which 115 female v 157 male.

For context, in the previous reporting year (2019/2020), Collinson had processed a one-off 'profit share' bonus to almost 700 recipients (336 female v 361 male) which was more than double the 324 recipients who received bonus in the previous reporting year in (2018/19).

Below is the percentage gender spilt of colleagues who received a bonus in 2021.



Unlike the pay gap analysis, the bonus data was unaffected by the pandemic in terms of included or excluded employees. However, the glaring anomaly was that Collinson processed a one-off £500 'profit share' bonus in July 2019 so the comparable numbers are not like-for-like when looking at 2021 and the previous year(s).

The positive news is that, when compared to the 2019 report, all three reportable gaps have closed:

- Percentage - closed from 6.5% to 3%
- Mean - closed from 58.2% to 47.5%
- Median - closed from 48% to 26.7%

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We have published the results on our own website and GOV.UK

Bertie Tonks – Chief People Officer