

GENDER PAY GAP

2020 REPORT



WE ARE CARING
WE ARE DRIVEN
WE ARE SMART
WE ARE INCLUSIVE

[ACCENTGROUP.ORG](https://www.accentgroup.org)

INTRODUCTION

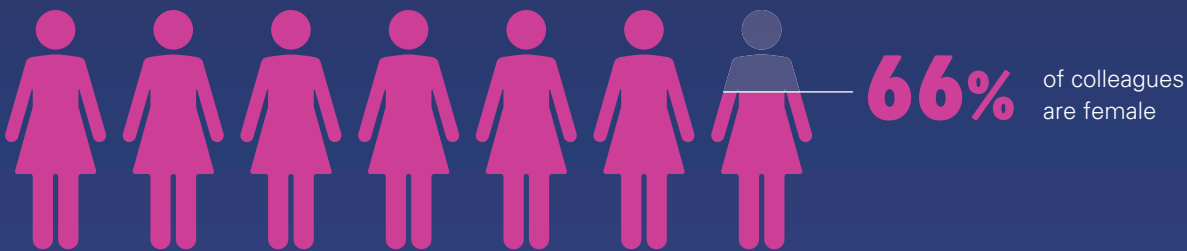
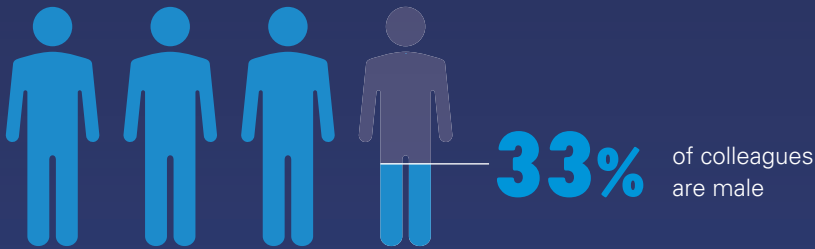
Whilst legislation requires that Accent (and other companies with more than 250 staff) report their gender pay gap to the government on an annual basis, we also believe that transparency in reporting our pay gaps is a measure we need to take to recognise and accept that we still have work to do.

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the percentage difference between average hourly earnings for men and women.

Here at Accent, our average gender pay gap is **22.38%**, which is a decrease of **1.3%** from the previous year.

WHAT IS THE GENDER SPLIT AT ACCENT?



HOURLY RATES OF PAY

Our mean pay gap is 22.38%

The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues.

Our median pay gap is 14.69%


The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

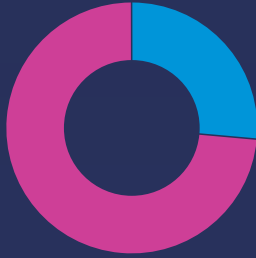
QUARTILES REPORTING

Proportions of genders in quartile bands

Quartile One

Under £19,660

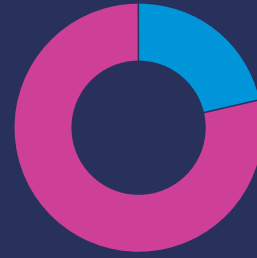
Men 26.55% 
Women 73.45% 



Quartile Two

£19,660-£26,764

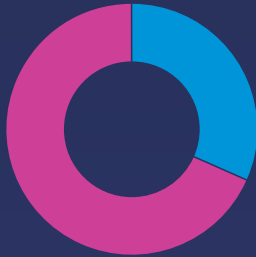
Men 21.43% 
Women 78.57% 



Quartile Three



£26,765-£32,607

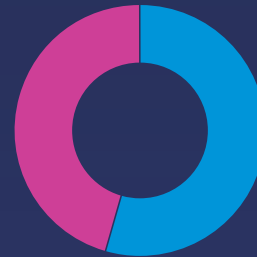
Men 31.86% 
Women 68.14% 



Quartile Four

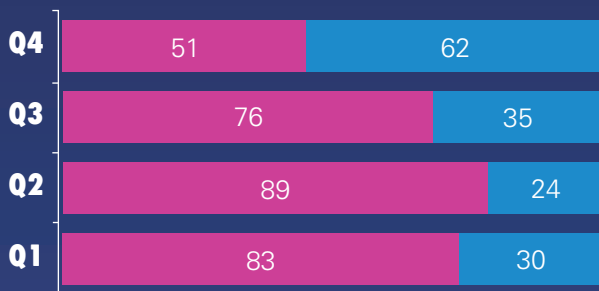
Over £32,608

Men 54.46% 
Women 45.54% 

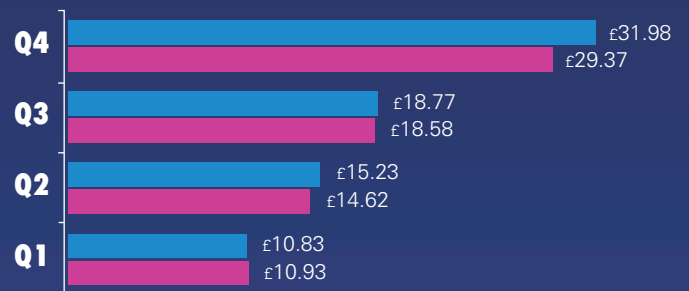


This is the percentage of men and women within each of our four quartiles. We listed the salary of every colleague in order and split the list into four equal parts to give us our bands 1, 2, 3 and 4.

Gender by quartile (n)



Average hourly rate per quartile (£)



BONUS

4.64% of males and 5.69% of females received a bonus.

FACTORS AFFECTING PAY DIFFERENCE

Two thirds of our workforce are women, and we are proud to be such an attractive employer for women, but we recognize we need a greater representation of women in senior leadership roles to better reflect the make-up of our colleagues.

We offer great opportunities for flexible working (now more so than ever) and appreciate that some of our colleagues prefer working on a part-time basis to suit their other commitments – currently 93% of our part time colleagues are women, and 7% are men.

WHAT WE HAVE DONE SO FAR TO ADDRESS OUR PAY GAP

The pandemic caused us to radically rethink our approach to flexible working and we recognised that most jobs could be done from anywhere in the country. This has shifted our approach to recruitment, opening up opportunities for people who may struggle to work in an office 5 days per week.

In September 2020 we recruited a D&I Specialist to help shape and deliver our broader D&I strategy to ensure an inclusive culture at Accent. They will also help to focus our efforts specifically on addressing our gender pay gap.

In September 2020 we also held a Virtual Conference that engaged our colleagues in reviewing our organisational values. This led to the creation of our Inclusive value, which underpins our commitment to diversity and inclusion at Accent.

WHAT WE PLAN TO DO TO ADDRESS OUR PAY GAP

We are currently developing a bespoke Leadership Development Programme that will be delivered to all managers across the business. This will be launched in September 2021. Once all managers have started on the programme, we will develop a similar course for aspiring managers.

Our D&I Specialist has carried out a detailed analysis on our employee demographics at all levels, and compared these with our customer base and regional data from the Office for National Statistics. This will be used to develop a comprehensive strategy to address our gender and other diversity pay gaps, if applicable. This will include the following:

- Launching a range of Business Resource Groups to celebrate diversity and provide a space for connection.
- Promoting the self-disclosure of diversity information for current employees to prepare us for reporting on wider diversity pay gaps.
- Formalising a new Agile Way of Working with in-built flexible working practices. This will help to remove some of the barriers faced by individuals who may struggle to work in more traditional environments.
- Implementing a 'Rooney Rule' standard as part of our recruitment process, to ensure we are reaching as diverse a candidate pool as possible.

These initiatives are a big part of our cultural evolution at Accent, and we look forward to ensuring that these initiatives make an impact on our Gender Pay Gap.