

A large graphic consisting of two overlapping shapes: a dark blue trapezoid on the left and a yellow trapezoid on the right, both pointing downwards. The yellow shape is positioned behind the blue one, creating a layered effect.

PayPoint Gender Pay Gap Report 2020

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PayPoint values diversity and it is important to us that our working environment is one where all are treated equally and which is free from discrimination in respect of gender, ethnicity, religion, sexual orientation, age or disability. We are committed to offering equal opportunities to all our people.

The gender pay gap reflects the distribution of men and women across the organisation, regardless of seniority or role. Gender pay is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Our pay philosophy aims to pay fairly and equitably relative to an individual's role, skills, experience and performance. We review our pay annually to ensure that there is no gender bias and we are comfortable in this regard.

Over the last few years we have implemented a number of initiatives to address our gender balance including:

- Launching our 'Working for Everyone' policy to promote flexible working
- Updating our careers website to highlight the diversity of people already working for us
- Offering work experience to an equal mix of male and female students
- Ensuring that at least one male and one female qualified candidate is presented for each vacant position where possible
- Rolling out unconscious bias training to those involved in recruitment decisions
- Partnering with a local secondary school to support them with careers development and in the last year the focus was on raising aspirations with a particular focus on females
- Signing up to the PWC 'Tech She Can' initiative to increase the proportion of women working in STEM roles by tackling the root cause of the problem at a societal level, inspiring and educating young girls and women to get into tech careers

However, whilst we are taking positive action to address the position, a pay gap continues to exist in the organisation driven by the fact

that we have more men than women in higher paid roles such as roles in our Information Technology (IT) function and senior management positions. Conversely we have more women than men in lower paid roles such as those within our contact centre and operations. Our gap is reflective of the technology industry as a whole and therefore we recognise that it will take time to close.

At a headline level, our data for the reporting period shows a positive improvement with the mean pay gap reduced year on year from 27.1% to 20.9% and the median reduced by 37.2% to 33.9%. There was a similar reduction in the mean bonus gap although the median gap worsened as a one off discretionary bonus payment made in July 2018 was not repeated in 2019. The proportion of employees receiving a bonus also reduced significantly as a result of this.

Whilst a proportion of the reduction in our gap can be attributed to an increase in the number of higher paid females, it should be noted that the majority of the reduction was achieved as a result of one off awards as well as some changes in our senior population that are unlikely to be repeated in future years.

Our 2021 focus will include looking at what further actions we can take to ensure we attract more female candidates for our roles as well as supporting development plans for identified talent. We are also introducing a professional networking group to provide a safe place to discuss topics and issues that impact women in the workplace and act as a catalyst for change.



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Our numbers

These numbers reflect our total UK employee base of 471 people who were employed on 5 April 2020.

Difference between male and female pay

	Mean	Median
Pay gap ¹	20.9% 2019: 27.1%	33.9% 2019: 37.2%
	Mean	Median
Bonus gap ²	33.8% 2019: 53.1%	20.4% 2019: 0%

Proportion of males and females receiving a bonus

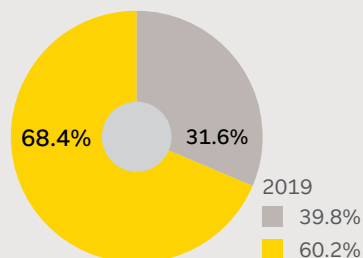
Male	Female
31.5% 2019: 77.0%	25.5% 2019: 72.0%

Pay quartiles

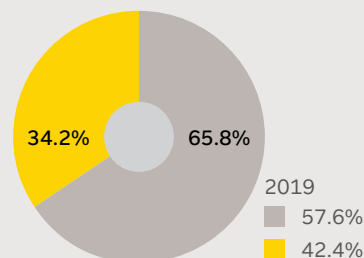
Illustrating the gender pay distribution across four equally sized quartiles

■ Male ■ Female

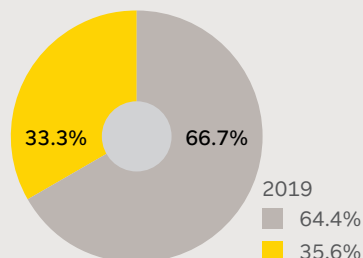
Lower



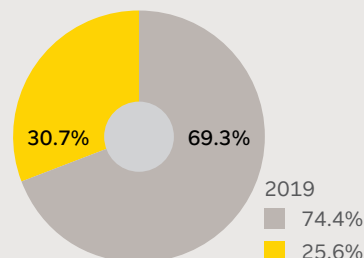
Lower middle



Upper middle



Top



I confirm the data reported is accurate.

K. Wilde

Katy Wilde
HR Director

1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2020
2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5 April 2020. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax