

thebigword



Gender Pay Gap Report 2020



Introduction

Here at thebigword we believe that equal opportunities for all should be a given. Diversity is at the heart of our workforce and is key to the success of the business. We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

With that in mind we have been delighted to undertake the Government's Gender Pay Gap analysis as it gives us an opportunity to assess our workforce and ensure that we are paying people appropriately for the work that they do. The numbers in our report include all staff who were employed with us in the relevant pay period which includes 5th April 2020, including Apprentices.

Gender pay should not be mistaken for Equal Pay. The findings of this report do not detail the difference in pay between men and women for doing the same or equal work. What this report does however is give us an overview of the average figures for all UK employees.

The Government requirement to report only applies to companies with more than 250 employees, so whilst we are not required to report this year on the gender pay gap between men and women we employ, we strongly believe that this is an important exercise to undertake and learn from. We have therefore reported on our legal entity Link-Up Mitaka as we have done in the past. In the future, we will look to undertake similar activities for the other companies within thebigword group.



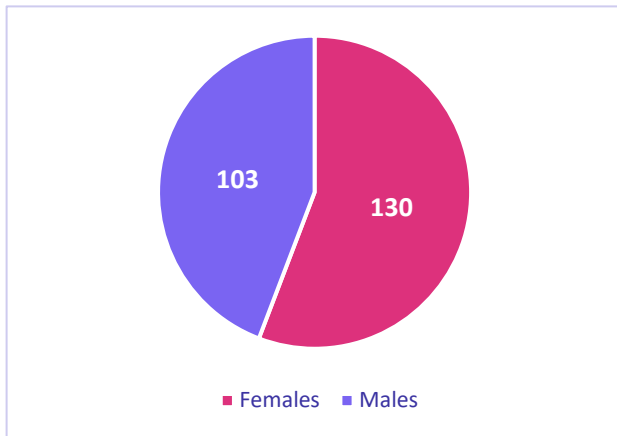
Leanne Gregg
Chief People Officer



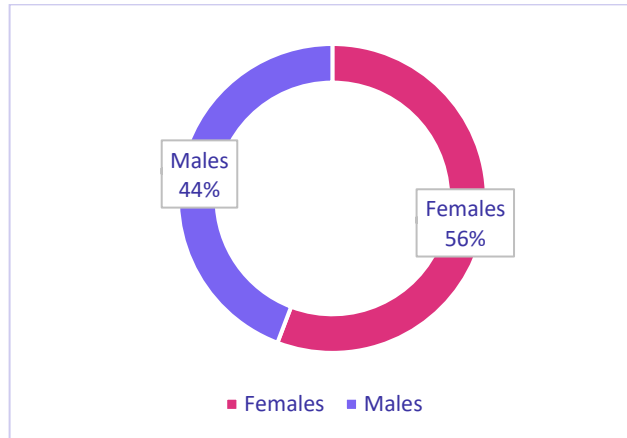
Joshua Gould
CEO

Our Workforce

Thebigword's gender pay gap data was collected on the snapshot date of 5 April 2020. At this time, there were 233 people within thebigword's Link-Up Mitaka UK workforce: 130 women and 103 men. Expressed as a percentage, we had a split of 56% women and 44% men.



Females and Males working at thebigword as of April 2020 (heads)



Females and Males working at thebigword as of April 2020 (%)

How the numbers are calculated

The calculations used in these exercises are made up with two types of averages:

- The **mean** pay gap figure is calculated using the average pay rate (or bonus) of all the men and women - the difference between the two is the mean pay gap
- The **median** pay gap figure is calculated using the mid-point pay rate (or bonus) of all the men and women i.e. where half earn more and half earn less - the difference is the median pay gap.

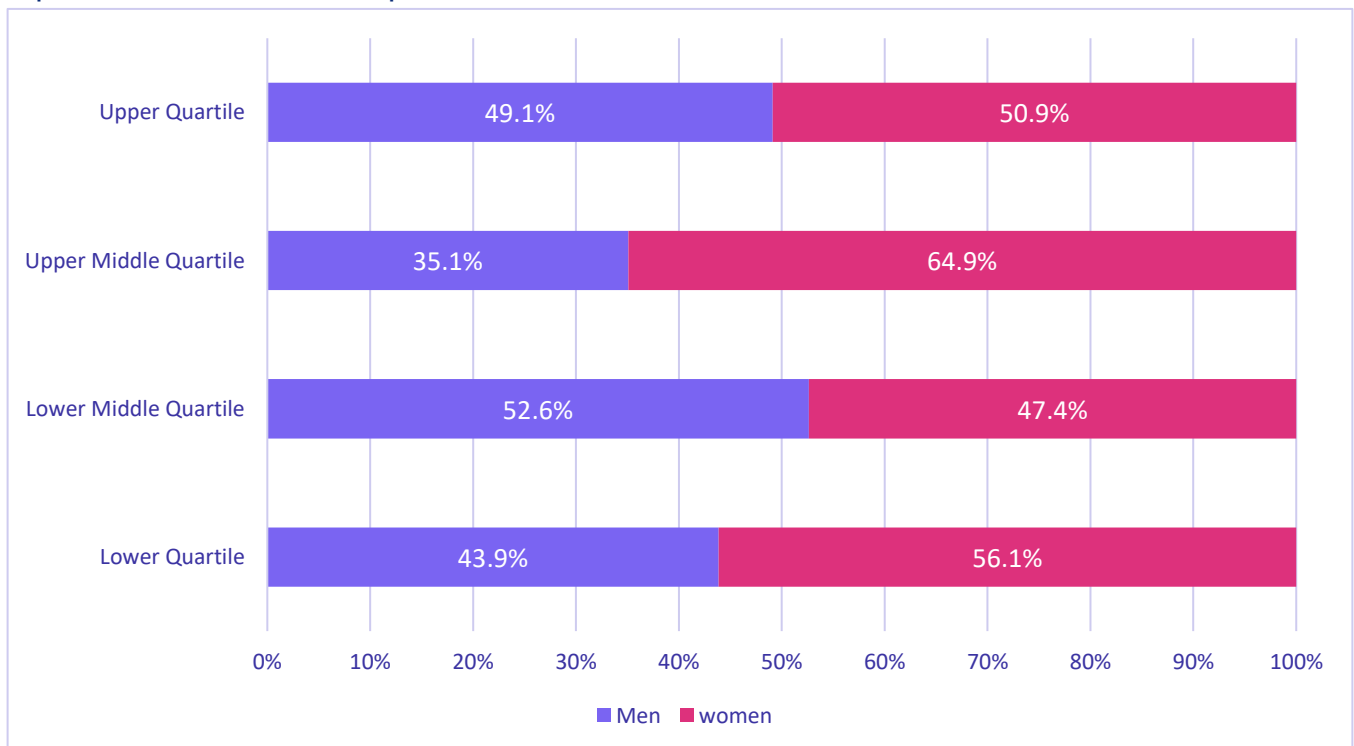
All **positive** percentage figures reveal that typically, or overall, female employees have a lower pay or bonus than a male employee.

All **negative** percentage figures reveal that typically, or overall, male employees have a lower pay or bonus than a female employee.



thebigword's pay distribution

Looking at the four pay quartiles, from top to bottom, men and women at thebigword are represented across those quartiles as below:



We see that in our two upper quartiles, the percentage split leans more towards women, similarly the same can be said for the lower quartile with only the lower middle seeing a heavier lean towards a male dominated percentage split. Overall, there is a fairly even proportion of women and men in all quartiles and we would expect to see a slight lean towards female dominance given our split of 44% males vs 56% females employed in total.

“Since last year, the proportion of females in the upper pay quartile has increased by **3.93%**”

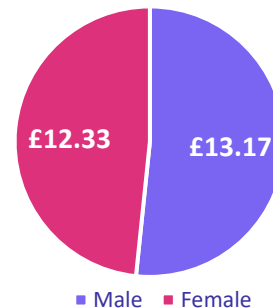
Since last year, we have seen increases of 3.93% in the upper pay quartile and of 6.49% in the lower middle quartile for women, with decreases of 2.99% and 0.25% in the lower quartile and upper middle quartile respectively.

Our gender pay gap results

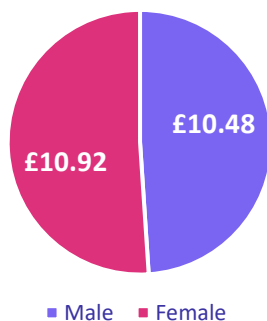
thebigword’s mean Gender Pay Gap has fallen by 8.6% since our 2019 report when we reported a gap of 15% in favour of males.

We are proud to confirm this figure has fallen to 6.4% for 2020 and whilst this is still not as low as we would wish, there has been a significant shift towards a more equal average hourly rate.

Mean Gender Pay Gap of 6.4%



Median Gender Pay Gap of -4.3%

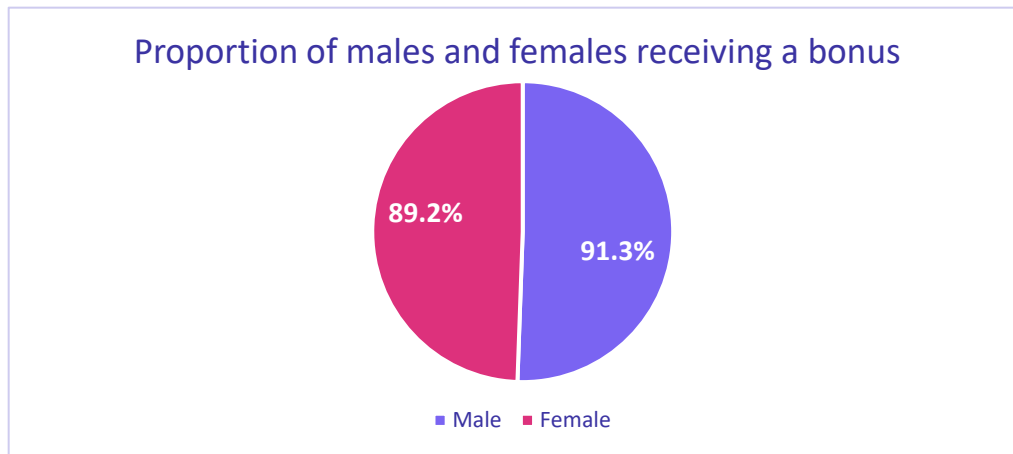


According to the 2020 ONS (Office of National Statistics), the gender pay gap in the UK has been declining slowly over time. In their analysis of the ASHE (Annual Survey of Hours and Earnings) figures of Gender Pay Gap reporting for 2020 so far, they highlight that the median gender pay gap among all employees was 15.5% in 2020.

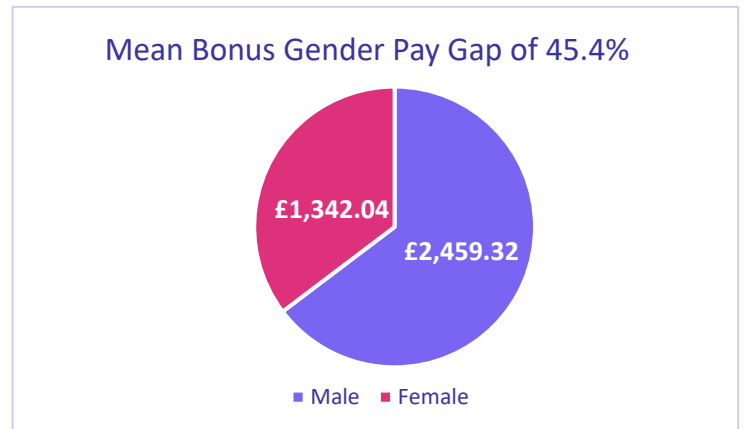
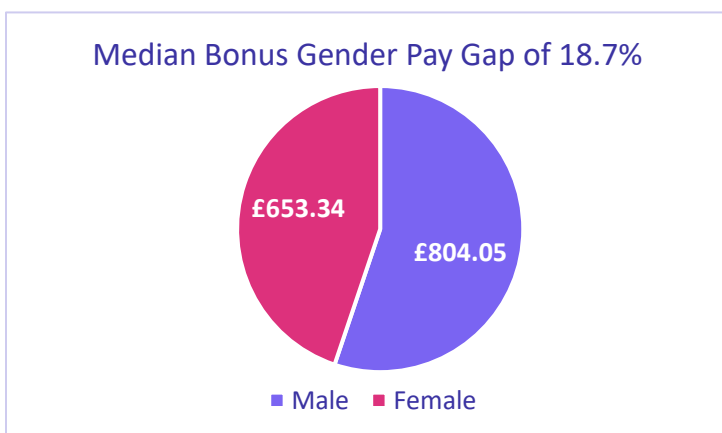
thebigword’s median Gender Pay Gap figures stand at -4.3% in favour of women, and is significantly lower than the rest of the UK.

Our gender bonus pay gap results

In the 12 months before April 2020, 233 employees received a bonus in the form of either commission, an annual bonus or a one-off bonus (e.g. recruitment and engagement bonuses). Of these 233 employees, 103 were men and 130 were women.



We paid a median average bonus of £804.05 to our male employees compared to £653.34 to our female staff. This is a difference of £150.71, which equates to 18.72% in favour of our male employees



We paid a mean average bonus of £2,459.32 to our male employees compared to £1,342.04 to our female staff. This is a difference of £1,117.28, which equates to 45.5% in favour of male employees. Compared to 2019, we have seen a closure of the mean bonus pay gap by 16%.



Moving Forwards

thebigword is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, any gender pay gap is the result of the different roles which attract men and women within the organisation and the salaries that these roles attract.

Whilst thebigword's gender pay gap compares favourably to that of other organisations across the whole UK economy, this is not a subject about which we are complacent, and we are committed to doing everything that we can to reduce the gap as we have shown year on year. In fact, compared to 2018 and 2019, we have continued to reduce the pay gap and we aim to continue to further reduce this in the coming years.

We do recognise however that our scope to act is limited in some areas. For example, we have no direct control over the subjects that individuals choose to study or the career choices that they make.

It is our intention to use the findings in this report to raise awareness of the gender pay gap and support internal initiatives to reduce the gap over the coming years. In the interests of promoting gender diversity in all areas of our workforce we intend to ensure that we take the following steps:

- To carry out pay and benefits audits annually;
- To utilise benchmarking tools to in order to support fair and equal wages for all.
- To provide regular training for all managers and other staff members who are involved in pay reviews and recruitment decisions;
- To review our family friendly policies to ensure they are supportive and fit for purpose
- To evaluate job roles and pay grades every October prior to budgets being agreed to ensure a fair structure.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Leanne Gregg (Chief People Officer), confirm that the information in this statement is accurate.



Date 26th May 2021

Leanne Gregg
Chief People Officer