

ans

Gender Pay Gap Review



What is the gender pay gap?

The gender pay gap is the difference between the average hourly pay of all men compared to the average hourly pay of all women in an organisation regardless of skill, job role/responsibility, length of service, seniority, and additional benefits.



What is equal pay?

Equal pay is the right for men and women to be paid the same for the same, or equivalent, work or work of equal value.

Our Mission.

At ANS, we're committed to providing our customers with innovative technology, world class expertise and exceptional service to enable them to drive their business forward.

How do we deliver this?

Our team are the lifeblood of business and we pride ourselves on our values of integrity, positivity, quality and passion. We value our workforce and recognise the passionate people of ANS are what create a truly successful business.

We champion and support diversity and inclusion in our workplace and are constantly on the lookout for individuals with the talent and tenacity to ensure that we stay at the cutting edge of technology, regardless of gender.



Equal Opportunities, Regardless of Gender.

We are committed to continuing the development of a diverse workforce which enables us to build a more creative and successful business. We simply believe in the right person for the job no matter their sex, age, sexual orientation or cultural background. We focus on providing equal opportunities for men and women, and strongly believe everyone should have the ability to progress throughout the business regardless of gender.

It is well documented that there is major disparity in the numbers of men and women working in the IT and Technology sectors. Whilst some variations between salaries can be expected due to factors such as geographical location, experience and length of service, ANS stands proud as an equal opportunities employer. We are pleased to report that our median gender pay gap, for roles where we have like for like duties, shows less than 5% (2.16% April 2017) difference between genders, but we recognise that we still have fewer females working in higher paying roles. We also believe that without a greater gender balance, talent, opportunities and innovative ideas are being lost.

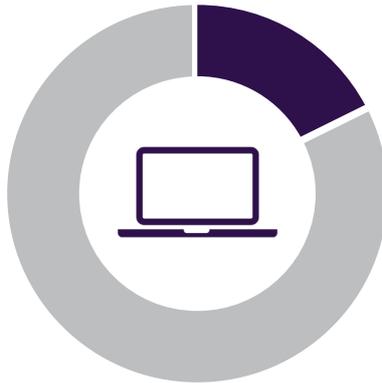
We believe that the issue must therefore be tackled head on, with schools and businesses taking joint responsibility for engaging young females and showing them the fulfilling and rewarding career options that are open to them in the technology sector.

IT is a male dominated industry.

Only **20%** of females studied GCSE computing in 2016 and 2017



Only **17%** of women were working in ICT Professional Occupations in 2017



Only **15%** of women were working in Science, Engineering & Technology roles in 2017



As of the 15th November 2017 there were a total of **1.278 million** people working in Information and Communication.

899,000



379,000



My career at ANS started in 2008 as an Events Coordinator and over the past 10 years I have taken opportunities that have seen me progress into senior management. I now proudly represent Marketing at board level, taking responsibility of the development and implementation of the wider Marketing strategy.

I am aware that the IT industry is heavily male dominated. Throughout my career I have often been the only woman around the meeting room table but just like my male co-workers, my voice has always been heard and the same support and opportunities have been put in front of me.

The IT sector is incredibly fast paced, innovative and bursting with opportunities and for that reason, I would passionately advocate a career in technology to any young person, male or female.

OLIVIA JASKOLKA
DIRECTOR OF MARKETING

Our Gender Pay Gap Statistics...

Mean gender pay gap

35%



36%

Median gender pay gap

Proportion of gender receiving bonus payments



40% 27%

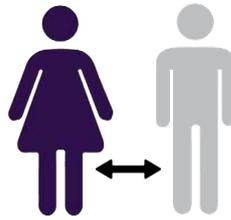
27%

Median bonus gender pay gap



80%

Mean bonus gender pay gap



2.16 PERCENT

Overall median gender pay gap

(for comparable roles within ANS)

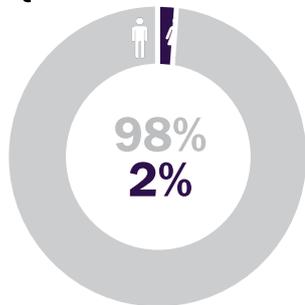
How is the mean and median gender pay gap (GPG) calculated?

The **mean** GPG is calculated by separately **totalling** the hourly rate of males and of females and then **dividing** each total by the number of employees. The difference between the two figures is the **mean**.

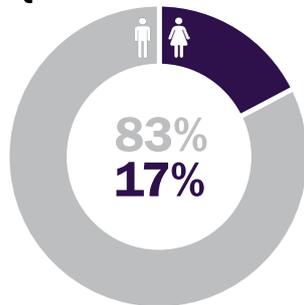
The **median** GPG is calculated by separately putting the male and female hourly pay **in order** from lowest to highest. The **mid point** of both sets of figures are the **median**.

Quartile gender proportionment

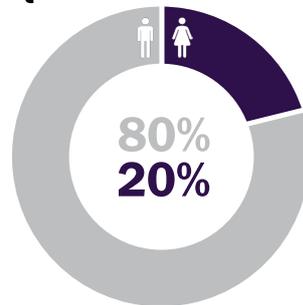
Q1



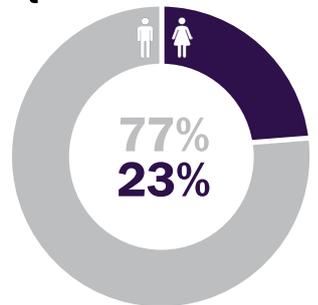
Q2



Q3



Q4



ANS Bonus Structure

Our Mean Bonus Gender Pay Gap is currently 80%. We acknowledge that the gap looks quite high, however this is mainly due to a significant higher level of males on sales commission plans. As we look to improve our gender balance this will also improve our gender pay gap results.





“I joined the ANS Academy in 2017. I chose not to stay in full time education because I didn’t want to be based in a classroom all day. ANS gave me the opportunity to earn while learning practical skills and gaining qualifications in a real work environment.

As a female in a technical IT role, my advice to young women would be to not be put off by a male dominated industry. I was the only girl in my BTEC ICT class so I learnt to get on with my male peers on a daily basis very quickly. By the time I got to ANS I was at complete ease working with male colleagues.”

KIRSTY FITZPATRICK
LEVEL 2 TECHNICAL ANALYST

ANS’ mean gender pay gap for 2018 stands at 35% which is higher than the UK average of 18.1%, this gap is heavily influenced by a number of things. IT is a male dominated industry, something that is clearly reflected in our workforce male to female ratio. The vast majority of our technically skilled employees are also male (98%) and we believe this is predominantly due to the lack of females studying IT qualifications as well as a limited number of females in IT professional occupations. We do actively ensure progression opportunities are available regardless of gender, almost 40% of our female workforce are in a management position.

As a cutting-edge and forward-thinking organisation, we

passionately champion diversity and inclusion in our workplace but we recognise there is a need across the industry to address the gender imbalance. We are aware that improving the gender balance will help to further improve our business outcomes, and we are already taking proactive steps to breakdown the gender stereotypes of the IT industry through our ANS Academy and recruitment programme.

We are actively using pay guidance to ensure we are consistently reviewing processes, promotions, talent and succession proposals. We are also committed to carrying out proactive hiring campaigns and retention strategies to improve the pay quartiles between male and females.

ANS Numbers.

Total staff numbers



45

220

2 out of 8 board members are female



Out of 49 managers in the company, 17 are female.

32

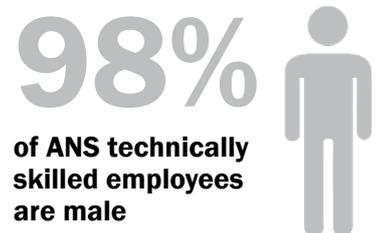
17

This equates to almost half of all female employees.

16



16 females promoted in the last 12 months



We're committed to helping to reduce the Gender Pay Gap.

We already have a number of initiatives in place which are helping us to create a successful and diverse workforce, whilst aiming to close the gender imbalance. Some of the initiatives are listed below.

Family Friendly Leave



We have a number of initiatives in place to ensure that working parents are supported throughout their journey of parenthood.

Flexible Working



We believe our employees should be offered flexible working to enable them to work around their home life.

ANS Academy



The ANS Academy provides real jobs, with industry leading training and hands-on experience for up to 20 apprentices each year.

CSR Women Networking Events



Females across the business are given the opportunity to attend networking events with notable female guest speakers who have helped to shape and lead organisations across the UK.

Success Stories



We regularly share inspirational stories from our females across the business to find out how they got into a career in IT.

Pro-active Recruitment



We visit schools and colleges to help banish the gender stereotypes and introduce young people to exciting career paths in the industry.

Our 2018 Pledge.

We acknowledge that while we are already taking pro-active steps to reducing the gender imbalance, there is still more we can do.

Over the next 12 months we aim to carry out the following actions:

- **Sign up to campaigns and actively research continuous improvement methods such as the Think Act Report campaign**
- **Conduct policy reviews to ensure they support practices going forward**
- **Train managers on managing inclusivity and diversity**
- **Monitor internal progression and development patterns**

“We are committed to ensuring that all of our employees receive equal pay for equal work irrespective of their gender. We strongly believe in recruiting the right person for the job regardless of gender, race or religion. All employees are treated fairly and equally on appointment and throughout their career at ANS.”

PAUL SHANNON
CEO

