

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.

We have placed inside The Sunday Times Top 100 Companies to Work for in the UK for 6 years running. We are incredibly proud of this achievement and believe it reflects our unique work hard, play harder culture, as does our 90% staff satisfaction score.

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 pay of all women in an organisation regardless of skill, job role/responsibility, length of service, seniority, 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.

Equal Pay for Equal Work

We are committed to continuing the development of a diverse workforce which enables us to build a more creative and successful business. We are confident that jobs of equal value are paid appropriately, and that the pay gap is not caused by unequal pay for jobs of a similar nature. This is evidenced through looking closer at comparable roles in ANS where our median gap when comparing males and females is -0.4%.

90% of the business are proud to work for ANS*

*ACCORDING TO OUR BEST COMPANIES RESULTS



"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

Gender Pay Results 2018

The results below have been calculated in line with Government methodology, based on the snapshot date of 05th April 2018, bonuses paid in the 12 months up to 05th April 2018 and organisation demographics for 05th April 2018.

Mean gender pay gap

50%



38%

Median gender pay gap

Proportion of gender receiving bonus payments



43% 27%

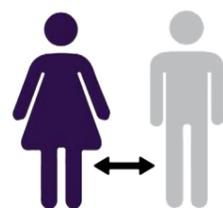
9%

Median bonus gender pay gap



69%

Mean bonus gender pay gap



-0.4 PERCENT

Overall median gender pay gap (for comparable roles within ANS)

“ANS have supported my career and progression from the day I started, they make you feel as though what you do matters to the business and most importantly, to our customers.”

KIRSTY ANDERSON
PROJECT MANAGER

Comparison to 2017 GPGR

In comparison to 2017 gender pay figures we have seen an increase in our mean gender pay gap, a high proportion of which is caused by the amount in bonuses we paid during the snapshot month. The vast amount of commission and bonus related roles within ANS fall under the sales team, sales is built up of 2 females and 32 males showing a clear under representation of females. However, when we look at bonus' over 12-month period we have actually closed the gap by 11% on mean bonus and 18% on median bonus.

We would like to stress that we maintain to be an employer of equal pay where our median pay gap for like for like roles when comparing males to females is -0.4%. In favor of females by a close margin with the figure still being subject to factors such as location and experience.

Why does the gap exist?

Our gender pay gap arises from;

- Under representation of women in highly paid Sales functions. When removing Bonus/Commission our Mean Gender Pay gap is 33%.
- To a lesser extent, under representation of women in leadership roles.
- A significantly smaller pool of females in the technical fields of the industry.

Take a Closer Look...

Women in Technology

The Gender Pay Gap in the overall UK national workforce is 18.4%, Within the technology industry, this figure increases to 25%, mainly driven by an industry average of 26% female representation within the workforce and dropping to only 17% in technical roles.

It all starts within education, a study carried out by PwC found;

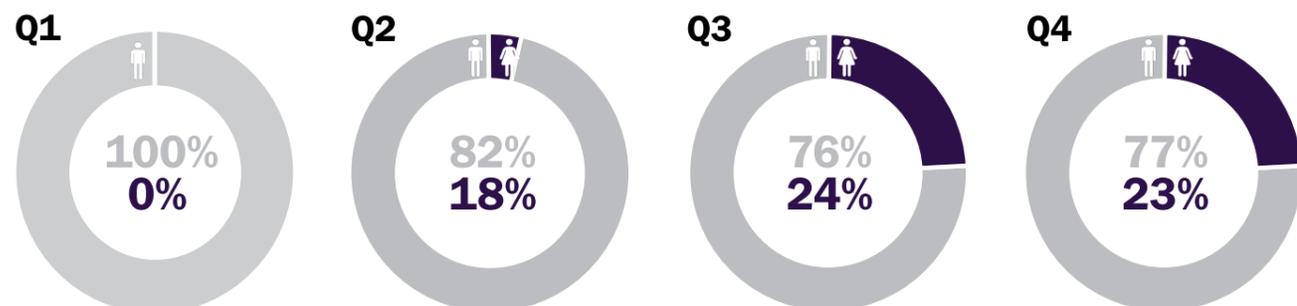
Overall, 83% of males are studying STEM subjects at school, compared to just 64% of females. Meanwhile 3% of females say a career in technology is their first choice and only 16% of females have had a career in technology suggested to them in comparison to more than double for males. The drop in female representation continues through to university, where a large proportion of males are studying a STEM subject, compared to only 26% of females. Its clear there is a skills shortage for women in tech and thus the availability of female in the workplace is significantly reduced. We have seen this first hand in recruitment with only 10% of CVs for all roles received having come from female applicants, further resulting in only a 1% female representation in technical roles.

We recognise that without a greater gender balance, talent, opportunities and innovative ideas are being lost. The issue must therefore be tackled head on, with education professional and business taking joint responsibility for engaging women and showing them the fulfilling and rewarding career options that are open to them in the industry.

Women in Leadership

Nationally, one of the main reasons for the gender pay gap is that more men are likely to hold senior positions and at ANS, 65% of our managers are male. To tackle this, we know more needs to be done to encourage more women in the technology industry and then empower women through training and providing the opportunities to grow in tech.

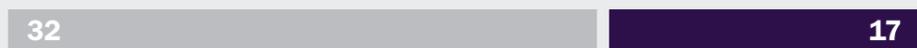
Quartile gender proportionment



ANS Numbers.



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



This equates to almost half of all female employees.



1% of women are in Technical roles

46% of women are in Non-Technical roles

6% of women work in sales

Total staff numbers



45 220

“At ANS you’re given the opportunity to progress and are continually supported to ensure you’re always performing at the top of your game. It’s both an exciting and fulfilling role and the rapid pace of innovation certainly keeps me on my toes!”

HELEN THOMAS | COMMUNICATIONS MANAGER

3. Family Friendly Leave

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

4. Progression & Salary Reviewing

We are underway in developing career road maps to clearly show progression steps in all roles at ANS. The salary banding within each role is relevant across the workforce regardless of gender.

5. Flexible Working

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

6. Recruitment

Reviewing the way we attract talent externally has proven beneficial as we have seen a 10+% increase on last years' appointment of females in externally recruited roles.

7. Microsoft Partnership

We've partnered with Microsoft to help women develop the digital skills needed to pursue a career as a data scientist. 80% of UK businesses plan to hire a data scientist in 2019 and it's our mission to see more of these roles being filled

by women. To address this, we will be hosting a bootcamp at our Manchester office to enable attendees to complete the first module of the Microsoft Professional Programme in Data Science.

8. Manager Training

Diversity and inclusion forms part of our training programme as we know our managers are at the forefront of representing our culture.

9. Leading by Example

We have been championing role models of women in tech inviting them to talk at all staff events. As well as this we continue to attend women in tech and diversity championing networking events to work together with like minded companies on the mission to close the gap.

10. Educating the workforce

We aim to build awareness through talking about the issues the tech industry is facing as well as building a positive picture showing the importance of a diverse workforce. Check out some of the things we have been sharing with our workforce and the wider community:

- [Tackling Diversity](#)
- [Improving Female Self Esteem](#)
- [Women in IT Ambassador](#)
- [Women in Leadership](#)
- [Women in Tech Sales](#)
- [International Women's Day](#)

Continuing to make a difference.

We understand closing the gender pay gap isn't going to happen overnight. What we can say is that we are truly committed to making a difference and will continue to work on our strategy of equal opportunities and diversity in the workplace and this is how we're doing it...

1. 2019 Women in IT Campaign

We are running our very first Women in IT Campaign to raise the question, why are there very few women working in Technology? During our campaign, we will delve into the reasons why, from education, right through to company culture and the impact these have on women throughout their lives. We are also attempting to break down the stereotypes of what working in tech looks like to show women just how rewarding a career in the technology industry can be. We'll do this through the huge number of blogs, events, interviews and more we have lined up for this year to make some positive noise about Women in IT. We appointed our first Women in IT Ambassador, Beth Williams, Account Manager at ANS, who will be the face of our campaign. [Watch the video](#) to find out what we have planned for 2019 to make ANS a diverse and inclusive workplace for everyone!

2. Developing the next Generation

We believe to tackle the root cause of the gender pay gap we have to start with education. In 2013, we established the ANS Academy to provide hand-on, industry leading training for up to 20 apprentices each year. The apprenticeship was designed to combine fast-paced on-the-job tuition with real work to prepare our apprentices for the big wide world. Nurturing our home-grown talent is what we love to do and we make it our priority to ensure every single member of the ANS Academy feels valued and is working positively towards their goals, both academically and personally.