



GENDER PAY GAP REVIEW



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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 people are our business, and we pride ourselves on our values of integrity, positivity quality and passion. We value our teams 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 on 8 occasions. Most recently we have been named as one of the Top 50 Technology companies to work for in the UK as well as placing inside the Top 100 companies to work for in the Northwest. We are incredibly proud of this achievement and so too are our people.

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.

GENDER PAY RESULTS 2020

The results (next page) have been calculated in line with Government methodology, based on the snapshot date of 05th April 2020, bonuses paid in the 12 months up to 05th April 2020 and organisation demographics for 05th April 2020.



GENDER PAY GAP RESULTS 2020	PROPORTION
Mean Gender Pay Gap 'the difference in the average hourly pay for women, compared to men'	28%
Median Gender Pay Gap 'the midpoint in the ranges of hourly pay of men and women'	27%
Mean Bonus Gender Pay Gap 'the difference between the average bonus pay of men and women'	33%
Median Bonus Gender Pay Gap 'the difference between the midpoint in the ranges of bonus pay of men and women'	21%
Proportion of Males receiving Bonus Payments 'the proportion of male employees that received bonus pay during the year to 5th April 2018'	59%
Proportion of Females receiving Bonus Payments 'the proportion of female employees that received bonus pay during the year to 5th April 2018'	37%

QUARTILE GENDER PROPORTIONS*	PROPORTION
Upper Quartile Male	75%
Upper Quartile Female	25%
Upper Middle Quartile Male	70%
Upper Middle Quartile Female	30%
Lower Middle Quartile Male	80%
Lower Middle Quartile Female	20%
Lower Quartile Male	92%
Lower Quartile Female	8%

*Quartile Gender Proportions Employee population in order of base pay from lowest to highest, and then divided this into four equal population sizes, to show how the distribution of men and women varies according to each pay quartile



COMPARISON TO 2018 GPR

While we recognise we have a long way to go in closing the gap, we're proud to say that when comparing to previous years, we have seen a decrease across the board and in particular on our mean gender pay gap in this years' review. We believe this is due to the hard work across the business to make ANS a diverse and inclusive place to work for everyone, particularly during the last 3 years since the launch of our Women in Tech campaign.

WHY DOES THE GAP EXIST?

Our gender pay gap arises from;

- Under representation of women in highly paid Sales functions.
- To a lesser extent, under representation of women in leadership roles.
- A significantly smaller pool of females in the technical fields of the industry.

TAKING A CLOSER LOOK:

WOMEN IN TECHNOLOGY

The Gender Pay Gap in the overall UK national workforce is 18.4%. In tech, this figure increases to 25%, mainly driven by an industry average of 17% female representation within the workforce.

IT 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. It doesn't stop there, at university, a large proportion of males are studying a STEM subject, compared to only 26% of females. It's clear there is a skills shortage for women in tech and thus the availability of females in the workplace is significantly reduced.

We recognise that without a greater gender balance, talent, opportunities and innovative ideas are being lost. We're committed to tackling the issue head

on, with educational and professional organisations taking joint responsibility for engaging women and showing them how fulfilling and rewarding a career in tech can be.

WOMEN IN LEADERSHIP

Nationally, one of the main reasons for the gender pay gap is that more men are likely to hold senior positions. 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.

WOMEN AT ANS

What does this look like in numbers?

WOMEN IN THE WORKFORCE:

20% (51 female | 198 male)

WOMEN IN TECHNICAL SKILLED ROLES:

12% (24 female | 172 male)

WOMEN IN NON-TECHNICAL ROLES:

35% (27 female | 49 male)

WOMEN IN MANAGEMENT:

32% (16 female | 33 male)

WOMEN AT BOARD LEVEL:

33% (2 female | 6 male)

WOMEN IN SALES:

11% (6 female | 48 male)

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...



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



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 STANSFIELD
COMMUNICATIONS MANAGER

2020/21 WOMEN IN TECH CAMPAIGN

In January 2019, we kicked off our first Women in Tech campaign to understand why there are so few women in the sector and how we can educate and inspire others to consider a career in technology.

Our mission is to create a diverse community in which women will be equal participants in creating and developing the products and services that shape our industry.

Since launching, we've had 3 ambassadors, held 3 events with over 80 attendees, partnered with Microsoft on a number of initiatives, amongst other organisations, whilst also managing to increase female representation at ANS by 3% to 20%.

One highlight came in October 2021 when our gender diversity efforts were recognised in research conducted by global research firm, Gartner. ANS was commended for our best practice on building a culture of value through gender diversity.

- **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 10 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.
- **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.
- **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.

- **Manager Training:** Diversity and inclusion forms part of our training programme as we know our managers are at the forefront of representing our culture.
- **Flexible Working:** We believe our employees should be offered flexible working to enable them to work around their home life.
- **Family Friendly Leave:** We have a number of initiatives in place to ensure that working parents are supported throughout their journey of parenthood.
- **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.
- **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:



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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 ANS