

XMA Gender Pay Gap Report 2022

Hourly Pay Gap

In this organisation, women earn 78p for every £1 which men earn when comparing median hourly pay. Their median hourly pay is 22% lower than men's.

Pay Quartile

The proportion of colleagues in each pay quartile according to their gender.

Quartile	Male	Female
Lower Quartile	60%	40%
Lower Middle Quartile	73%	27%
Upper Middle Quartile	73%	27%
Upper Quartile	83%	17%

Bonus Pay Gap

In this organisation, women earn 70p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 30% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 64% lower than men.

Who Received Bonus Pay

50% of women

46% of men

Welcome to the XMA 2022 Gender Pay Gap Report

2022 was a year for investment in Emerging Careers, Diversity and Inclusion at XMA with the appointment of a manager focused on strategies to support equity, equality and inclusion. Also, the on-going appointment of Chris Luff, M.B.E in an advisory capacity for inclusion.

Within our industry there is a challenge to attract a higher percentage of senior women across the business, particularly in sales and commercial roles. Pleasingly, XMA have seen an increased trend in attracting senior women in these areas, aligned with our Diversity and Inclusion strategy. This increased trend has been in part due to the family flexible policies XMA offer.

We continue to invest in the core XMA's eXceptional seven strategy – Being a Great Place to Work, with continued focus on equality and diversity. Our managers receive unconscious bias training coupled with neuro diversity recruitment training and this has had a marked impact on the diversity within our workplace.

This report will explain our 2022 gender pay gap and set out XMA's commitments and initiatives to reduce our gender pay gap in the medium and long term.

What is the Gender Pay Gap?

The gender pay gap is the average difference between hourly wages for men and women.

The gender pay gap isn't the same as equal pay. We are confident that male and female employees are paid equally for same role across the business.

Pay and Bonus Information

On the 5th of April 2022, XMA Limited employed 343 relevant male employees and 131 relevant female employees.

What do the Results Tell Us?

- The trend is positive showing the difference in hourly median pay between male and female is reducing.
- There is a trend of more women in the upper middle quartile a shift from the lower middle quartile.
- We are seeing a trend of more women receiving a bonus, than men. This is a positive trend, as we have attracted more women in sales and commercial roles which attract a bonus.
- The difference in the median bonus pay is reducing year on year over last few years.
- The % of women vs men in XMA has reduced during this reporting period.

Gender Pay Gap Strategies

As part of XMA's goal to reduce the gender pay gap, we are adopting a broad range of key strategies that seek to encourage more females into the IT industry with a focus on early careers and apprentices. We continue to invest in talent across the business and through quarterly reviews, 1-1 mentoring and coaching, encourage women to apply for and gain more senior roles.

Here at XMA, we are working to prioritise the factors that are affecting women's progression within the industry in order to identify the opportunities available to create real change.

Recruitment & Selection

Our on-going investment in our industry leading RPO service continues to support our Diversity and Inclusion approach. We are witnessing the output from deployed strategies for inclusion, such as improving job ad inclusivity, search tools which connect XMA with diverse talent.

The investment of the totally anonymous and confidential employee survey Peakon, objectively assesses the impact of the Diversity metrics and targets set and continue to help us highlight and correct areas of gender diversity.

The introduction of apprenticeships, graduate schemes and development via the apprenticeship route, with a focus on employing and developing women with STEM qualifications, has resulted in an uptake of 40% new and current applicants.

Strategies, Policies and Procedures

XMA have created several strategies and adapted policies to support the career development of women and other underrepresented individuals in the workplace. This includes hybrid and flexible working practices. XMA offer family friendly and development policies to encourage and support women and also those with a lower Socio-Economic Background work at XMA.

Talent Development Initiatives

XMA have further enhanced the targeted initiatives deployed, to support and enable the development of all our individuals, with a particular focus on increasing female Leadership within the Organisation. The funding of professional qualifications and paid study leave continues to enhance and progress the career of identified future female leaders within the organisation.

Attracting Female Talent into the Tech Industry

XMA's established ESG board, which Chris Luff, M.B.E, is a member has an on-going deployment of initiatives to work in conjunction with local educational establishments to engage, encourage and partner to promote under represented individuals in our community and promote careers in Technology to female students.

Declaration

We confirm the gender pay gap calculations reported are accurate.


Tony Taylor