

Gender Pay Gap Report 2023

This report gives a high-level snapshot of pay within our organisation, showing the differences in average pay between all male and female employees, irrespective of their role or seniority. It shares insights into the context surrounding that snapshot in order to more meaningfully interpret the information.



Context to our gender pay gap



The 12 months from 6 April 2022 to 5 April 2023 have been a period of strong growth for Scott Logic. Our overall headcount has increased by 17.3% – primarily in consultancy roles – as we continue to grow in response to client demand for our technology expertise and capability.

Across the business, women constituted 30% of new joiners and 15% of leavers, compared to 23% of new joiners and 14% of leavers in the previous period. This continuing improvement means that women now constitute 21.7% of the organisation (an increase from 18.4%), even while the overall headcount has grown substantially.

We made a number of executive and senior women hires in this period, resulting in 29% of women in the organisation being in top grades, compared with 27% in the previous period. This means we have more, and more diverse, senior women role models in the business.

Within our Graduate Programme, which plays an important role in inspiring and attracting more women into the business, 20% of graduate consultant hires were women, compared to 24% in the previous period. We hope to see the percentage of women who join us as graduates resume its upward trend in the year ahead as our Diversity and Inclusion activities come to fruition in fostering a more inclusive approach to attraction. We are also updating and communicating the progression routes people can pursue through the business from this grass-roots level, supported by a performance excellence programme that is currently in development.

Background

As part of wider work the UK Government is doing to support women in the workplace, government guidelines require all companies in the UK with 250+ employees to publish differences in pay between male and female employees.

Gender Pay is distinctly different from Equal Pay and should not be confused with it. Equal Pay relates to the requirement to pay both men and women the same for equal work. Our approach to pay is gender neutral, and we are confident that men and women are paid equally for doing equivalent jobs across our business.

This is our sixth annual Gender Pay Gap Report and is based on a snapshot date of 5 April 2023.




Gender Pay Gap

5 April 2023

Ordinary Pay

In April 2023, our mean gender pay gap was 7.8% (down from 11.7% in April 2022) and median gap was 10.9% (down from 18.9%) across the business. When we consider our technical roles in consultancy, the mean is reduced to 3.6% (down from 6.3%) with a median of 7.2% (down from 17.1%). This compares to the Government's 2022 UK-wide gender pay gap of 14.9% (median) across all roles, and 20.2% (median) for the "Computer programming, consultancy and related activities" industry*.


	Mean	Median
All Roles	7.8%	10.9%
Consultancy Roles	3.6%	7.2%



Bonus Pay

Across the business, 3.7% of women and 5.2% of men received bonus payments during 2022/23 (compared to 7.6% and 6.8% respectively in 2021/22), representing relatively small numbers of employees across the business. Furthermore, this covers a wide variety of remuneration types, from small one-off perks, to people whose remuneration includes a variable pay element, resulting in extremely disparate figures. Within consultancy roles, 0% of women and 3.1% of men received bonus payments during 2022/23.

	Mean	Median
All Roles	18.5%	-11.8%
Consultancy Roles	100%	100%

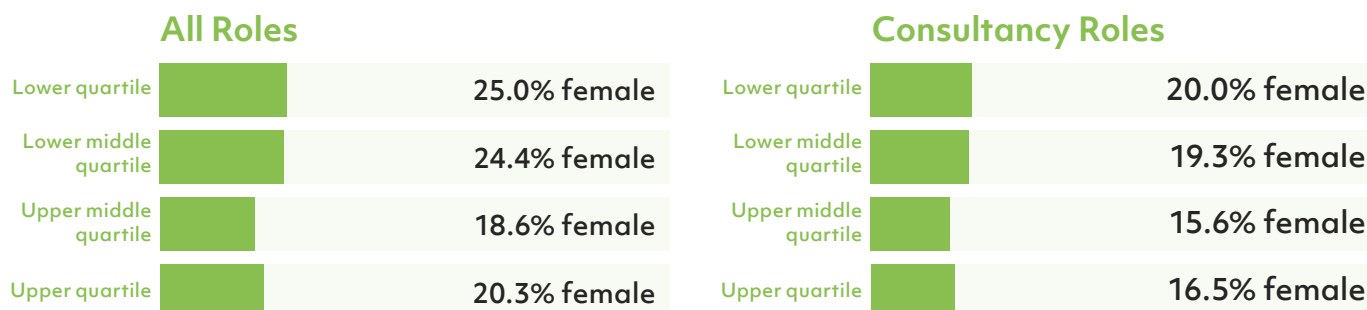


* Published 11 November 2022 by the Office for National Statistics

Pay Quartiles

As of April 2023, 21.7% of all employees at Scott Logic are women – compared to 18.4% in April 2022 – with 17.9% of employees in consultancy roles being female.

Compared to the previous reporting period, the proportion of each pay quartile constituted by women has improved – both for all roles and for those in consultancy roles – with increases in the upper three quartiles and a slight decrease in the proportion in the lowest quartile. This is the result of an intentional and proactive approach towards cultivating more diversity within the organisation and a robust Diversity and Inclusion strategy.



We declare that, to the best of our knowledge, our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

M. Cooke

Myra Cooke
Chief Talent Officer

Want to engage with us around equity, diversity & inclusion?

We're always keen to share experiences and ideas, and know that we have much to learn from each other in this space. If you'd like to discuss anything related, we're always happy to chat.

Please contact Myra Cooke on:

+44 20 3787 4085

myra@scottlogic.com

