

GENDER PAY GAP

2021 REPORT



WE ARE CARING
WE ARE DRIVEN
WE ARE SMART
WE ARE INCLUSIVE

ACCENTGROUP.ORG

INTRODUCTION

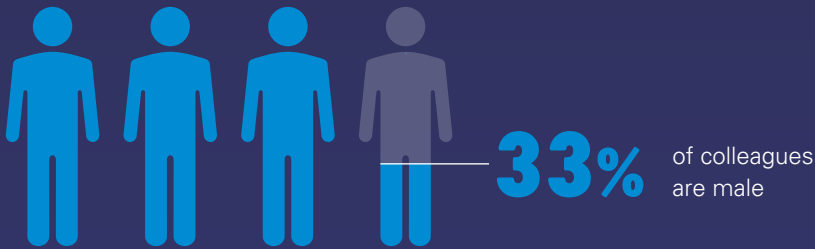
Whilst legislation requires that Accent (and other companies with more than 250 staff) report their gender pay gap to the government on an annual basis, we also believe that transparency in reporting our pay gaps is a measure we need to take to recognise and accept that we still have work to do.

WHAT IS THE GENDER PAY GAP?

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

Here at Accent, our average gender pay gap is 20.03%, which is a decrease of 2.35% from last year.

WHAT IS THE GENDER SPLIT AT ACCENT?



HOURLY RATES OF PAY

Our mean pay gap is 20%

The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues.

Our median pay gap is 13.2%

The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

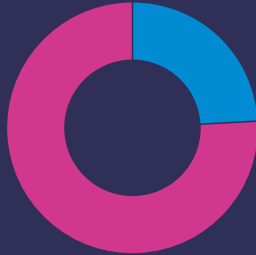
QUARTILES REPORTING

Proportions of genders in quartile bands

Quartile One

Under £19,660

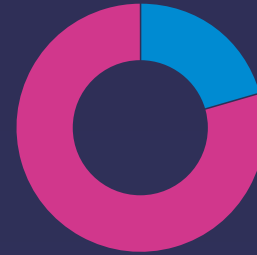
Men 24.32%
Women 75.68%



Quartile Two

£19,660-£26,764

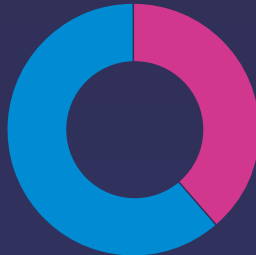
Men 20.72%
Women 79.28%



Quartile Three

£26,765-£32,607

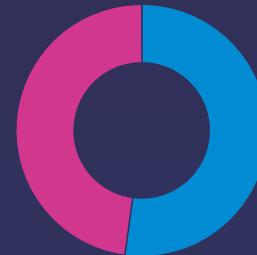
Men 38.74%
Women 61.26%



Quartile Four

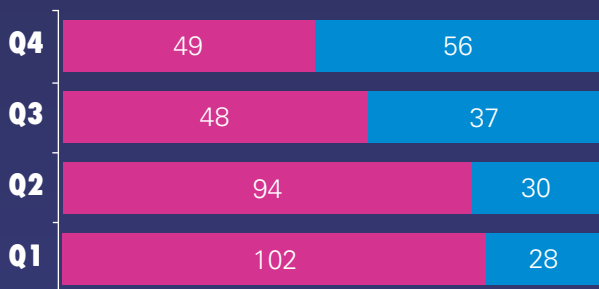
Over £32,608

Men 52.25%
Women 47.75%

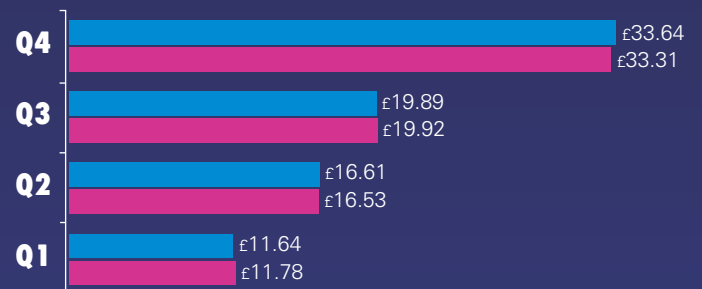


This is the percentage of men and women within each of our four quartiles. We listed the salary of every colleague in order and split the list into four equal parts to give us our bands 1, 2, 3 and 4.

Gender by quartile (n)



Average hourly rate per quartile (£)



BONUS

4.64% of males and 5.80% of females received a bonus.

FACTORS AFFECTING PAY DIFFERENCE

Two thirds of our workforce are women, and we are proud to be such an attractive employer for women, but we recognize we need a greater representation of women in senior leadership roles to better reflect the make-up of our staff. We are proud of our manager level roles being 59% female, but we are committed to ensuring the progression pathways are there to move into senior leadership roles when available.

We offer great opportunities for flexible working (now more so than ever) and appreciate that some of our colleagues prefer working on a part-time basis to suit their other commitments – currently 93% of our part time colleagues are women, and 7% are men.

WHAT WE HAVE DONE SO FAR TO ADDRESS OUR PAY GAP

In August 2021 we launched our [Publicly Visible Commitments](#), which sets out the specific actions that we will take to embed diversity and inclusion into everything we do at Accent. Part of this action plan is designed to deliver improvements to our gender, and other diversity pay gaps. Below are some of the actions we have already taken to address our pay gap:

- In January 2021, we launched our Business Resource Groups to celebrate diversity and provide a space for connection. Additionally, we launched other focused support groups, including a Menopause Support Group, in September.
- To prepare us for reporting on wider diversity pay gaps, we have promoted the self-disclosure of diversity information for current employees and changed our onboarding process so that new starters were actively encouraged to provide this. This resulted in an 5-10% increase in July. By the end of June 2022, we aim to have at least 90% overall completion rates on diversity information.
- In September, we embraced a truly Agile Way of Working with flexible working practices, where colleagues are encouraged to work when and where they need to do the work that's needed. This will help to remove some of the barriers faced by individuals who may struggle to work in more traditional environments.
- In September, we also implemented a 'Rooney Rule' standard as we went to recruit new Executive Team members. As a result of this recruitment exercise our Executive Team gender balance will align with the rest of the business. With this in mind, we will be extending this approach for all roles by September 2022, and look beyond our traditional recruitment pathways, to ensure we are reaching as diverse a candidate pool as possible.

WHAT WE PLAN TO DO TO ADDRESS OUR PAY GAP

We are committed to reducing our gender pay gap and know that we have some great opportunities to help us improve. Some of the initiatives we are currently focusing on include:

- Our newly launched Leadership Development Programme aims to help with development and career progression. Once all of our leaders have been through the programme, we will extend participation for aspiring leaders towards the end of 2022.
- This year we will also conduct a review of our Reward & Recognition practices to provide a flexible, open and transparent offer.

These initiatives are a big part of our cultural evolution at Accent, and we look forward to ensuring that these initiatives make an impact on our Gender Pay Gap. But that is not all, we want to go beyond simply reporting on our Gender Pay Gap. This year, we will report across all diversity characteristics and analyse where other pay gaps may exist. As part of our [Publicly Visible Commitments](#), it is important to us to be truly transparent with all that we do, and this expanded reporting will help us implement measures to address all pay gaps that are present.