



# GENDER PAY GAP REPORT

The UK Government has introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017. This report sets out our results regarding our UK employees in the year to April 2017, together with contextual information and the initiatives we have underway to close our gender pay gap.

Inspired supports the UK government's leadership in gender equality, and the requirement for companies to publish their data. We will continue to work with the government and best practice guidance to monitor and devise initiatives with an aim to narrow the gender pay gap within Inspired.

Difference between men and women	Mean Average	Median Middle
<b>Gender Pay Gap*</b>	<b>8.59%</b>	<b>-1.04%</b>
<b>Gender Bonus Gap</b>	<b>31.36%</b>	<b>0%</b>

\* National mean average is 29%, national median is 18%

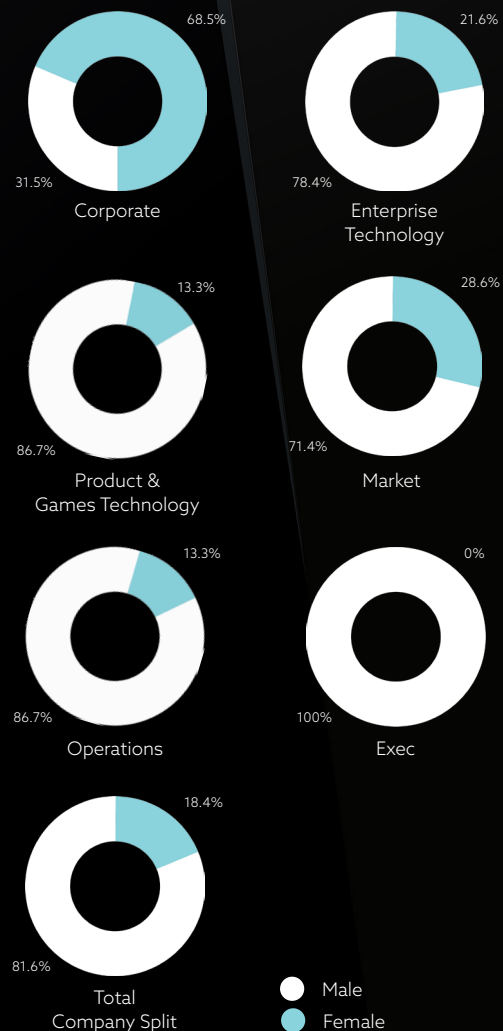
## What is a gender pay gap and how is it calculated?

'Gender pay gap' is the difference in the average hourly rate of pay between all men and all women in a company. It is important to note that gender pay gap is different from 'equal pay', which refers to the difference in pay between men and women who carry out the same or comparable jobs. We want to be very clear that at Inspired, women and men in like-for-like roles are remunerated equally.

The 'median' is the 'middle' value in the list of numbers. If all company colleagues lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man. By contrast, the 'mean' is the 'average' whereby you add up all the numbers and then divide by the number of people.

We recognise that traditionally a greater proportion of men than women have pursued careers in the technology and gaming sectors, and this trend continues today. As a result, women currently represent just under a fifth of Inspired's workforce (total company split 82% male, 18% women), and the business has a greater number of men than women in senior and technical roles (see Percentage of Gender by Function). This has resulted in a gender pay gap.

## Percentage of Gender by Function



# Inspired's overall gender pay gap is 8.6%, which favourably compares to a UK national average of 29%

The main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organization and a smaller proportion of women in senior and technical roles than men. Within scales, there are lots of different roles which require different technical skills and knowledge, so there will always be some differences in levels of pay.

## Bonus Pay

Inspired's mean bonus pay disparity is 31%. This can be recognised as both a result of shopping vouchers being awarded at Christmas to all field service staff (who are predominantly male) as an alternative to a staff Christmas party, and also as a result of the business having a greater proportion of males at higher pay grades who, therefore, receive a higher bonus as a % of salary.

If we remove the field service staff shopping voucher 'bonus' from the calculation, the figures change to show that 15% of all female employees and 8% of all male employees received a bonus in the financial year ending April 2017.

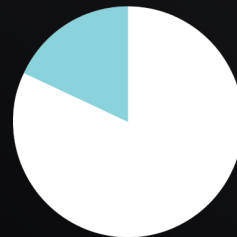
## What is Inspired doing to improve its Gender Pay Gap?

The gap in both our mean pay and mean bonus shows there's more work to be done. And while we don't have an equal pay issue across the Group, we do need to take steps to reduce our pay gap and encourage female representation at senior management level. That means we're having a closer look at the structure of our workforce and in particular what we can do to ensure we have a sufficient pipeline of female staff in our senior management team.

In addition to this, we will maintain a culture of inclusion in which people from all backgrounds can fully contribute to the growth and success of our business. To achieve this, we remain focused on:

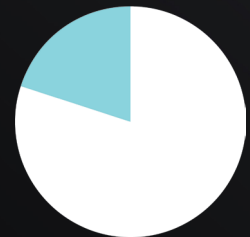
- ↳ Visible Leadership
- ↳ Inclusive Culture
- ↳ Targets and Plans
- ↳ Attraction and Development

## Pay Quartiles



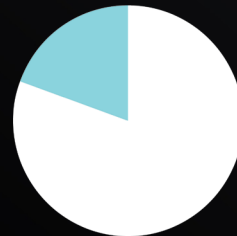
Quartile 1

Male = 82.2%  
Female = 17.8%



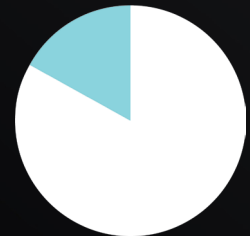
Quartile 2

Male = 80%  
Female = 20%



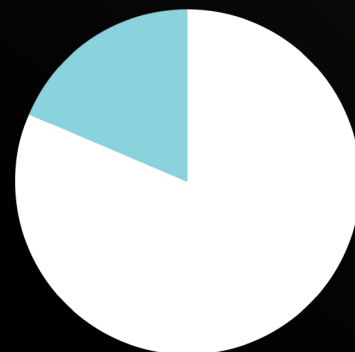
Quartile 3

Male = 80.7%  
Female = 19.3%



Quartile 4

Male = 83.3%  
Female = 16.7%



Total Company Split

Male = 81.6%  
Female = 18.4%

NB figures are representative of the year ending April 2017