



Access
Partnership

Gender Pay Gap Report 2020

June 2020

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1. Executive Summary

Access Partnership seeks to create equality of opportunity throughout the business, regardless of gender, age, sexual orientation, ethnicity, gender reassignment, religion, belief or disability. To that end, we publish an annual gender pay gap report that reflects the difference in average pay between women and men across the company. We believe transparency in such matters can help bring about the action needed to eliminate inequality, and we commit to rectifying unjustified gaps as we discover them.

The report considers all roles at all levels of the organisation, with 28 men and 23 women being considered. The company's senior management team benchmarks salaries when recruiting and reviews salaries annually to ensure women and men are treated equally when performing the same role.

To ensure total transparency, this year we have included employees at all career levels, including Level 5. Whilst this will make it more difficult to compare this report against previous years', we will have full transparency going forward.

The divisions within the business as of June 2020 include:

- consultancy service (fee-earners);
- Finance, Operations and Human Resources;
- Sales & Marketing.

2. Median Gender Pay Gap – Hourly Rate

Median Variance

Methodology

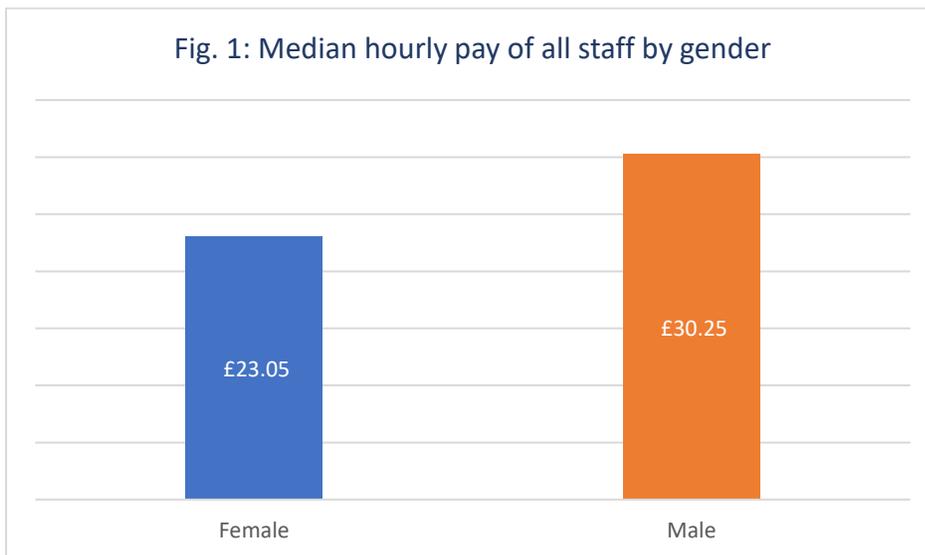
Access Partnership used the UK government’s calculation methodology, which can be found [here](#).

1. Arrange the hourly pay rates of all full-pay male relevant employees from highest to lowest.
2. The hourly pay rate in the middle of the range is the median hourly rate of pay for men.
3. Arrange the hourly pay rates of all full-pay female relevant employees from highest to lowest.
4. The hourly pay rate in the middle of the range is the median hourly rate of pay for women.
5. Subtract the median hourly pay rate for women from the median hourly pay rate for men and then divide the result by the median hourly pay rate for men.
6. Multiply the result by 100, which gives the median gender pay gap in hourly pay as a percentage of men’s pay.

The median is the numeric value separating the higher half of the sample from the lower half. The median is better suited to skewed distributions for deriving a central tendency and is recommended by the Office for National Statistics for gender pay gap reporting.

Results

The results are presented for both the company as a whole (Fig. 1) and the consultancy service division (Fig. 2).



This represents a female to male pay gap of -24%.



This represents a female to male pay gap of +7%.

3. Mean Gender Pay Gap – Hourly Rate

Mean Variance

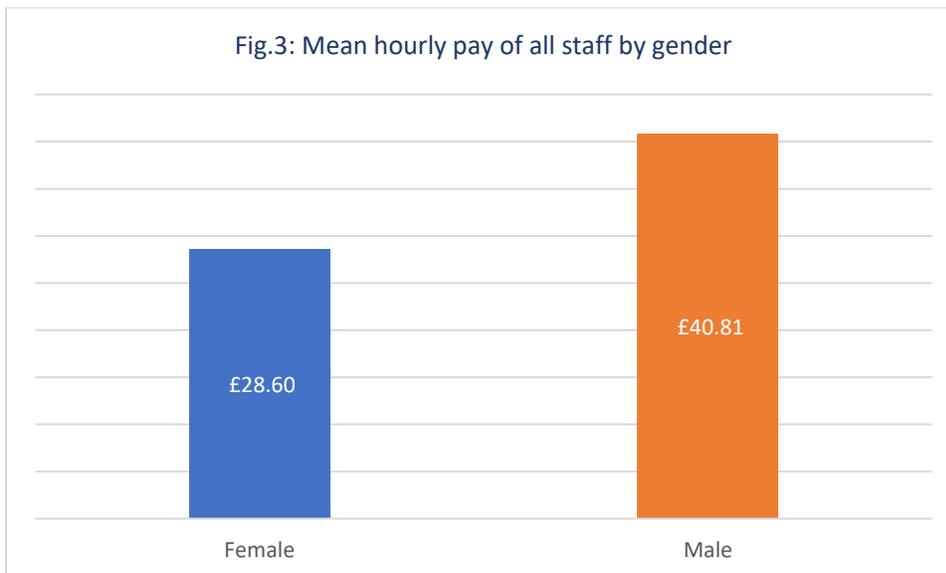
Methodology

Access Partnership used the UK government’s calculation methodology, which can be found [here](#).

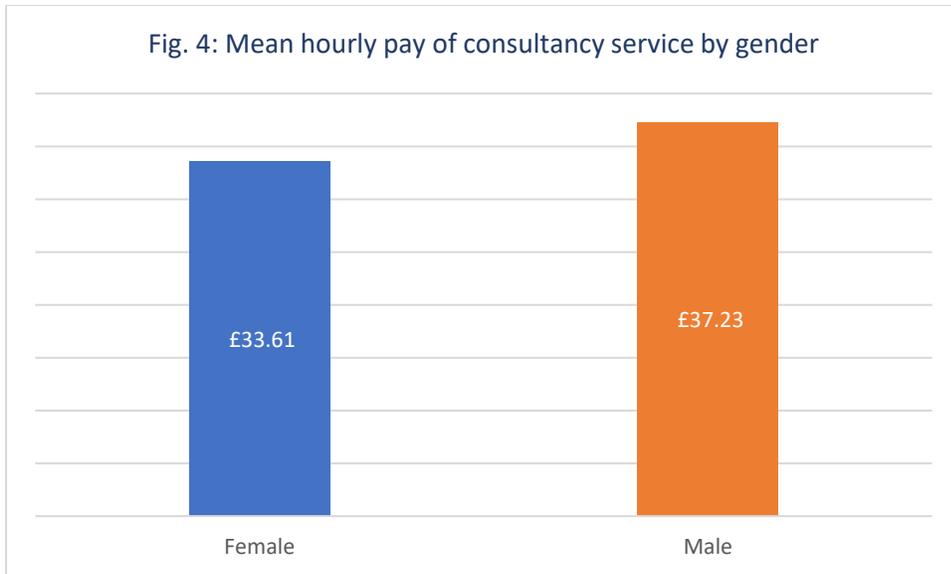
1. Calculate the sum of the hourly pay rates of all full-pay male relevant employees.
2. Divide the above by the number of full-pay male employees, which gives the mean hourly pay rate for men.
3. Carry out points 1 and 2 for full-pay female employees, which gives the mean hourly pay rate for women.
4. Subtract the mean hourly pay rate for women from the mean hourly pay rate for men and then divide the result by the mean hourly pay rate for men.
5. Multiply the result by 100, which gives the mean gender pay gap in hourly pay as a percentage of men’s pay.

The mean is most often used to measure a central tendency but can be influenced by outliers.

Results



This represents a female to male pay gap of -30%.



This represents a female to male pay gap of -10%

4. Gender Pay Gap – Representation

Representation at Each Pay Quartile

Methodology

Access Partnership used the UK government’s calculation methodology, which can be found [here](#).

1. Rank the full-pay relevant employees from highest to lowest paid.
2. Divide into four equal parts: quartiles.
3. Calculate the percentage of men and women in each quartile.

Results

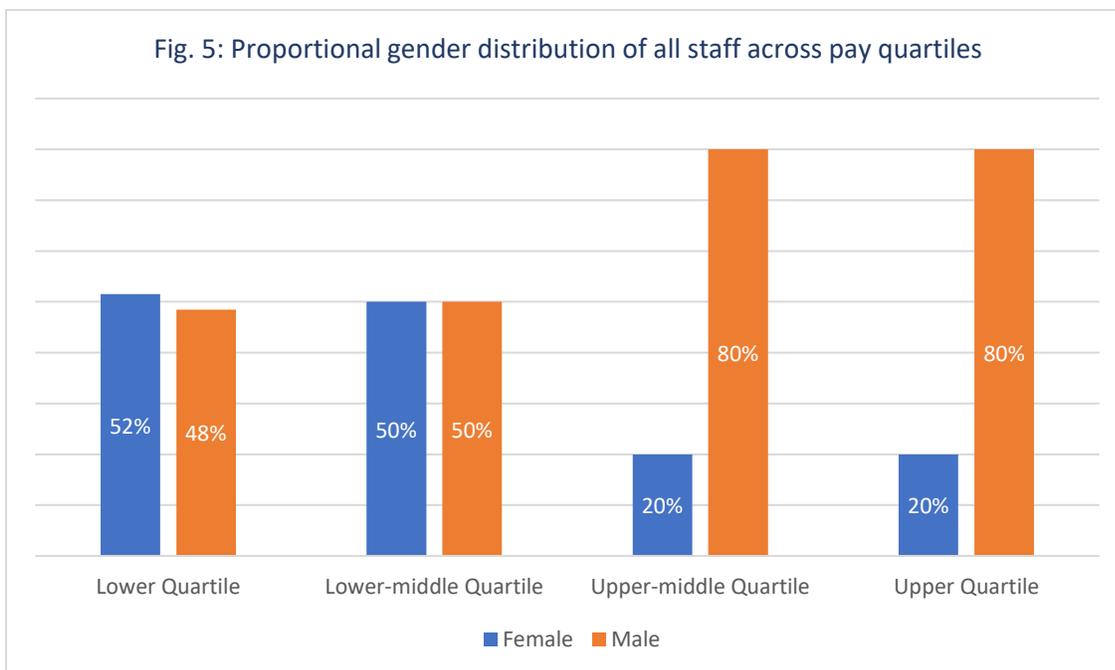
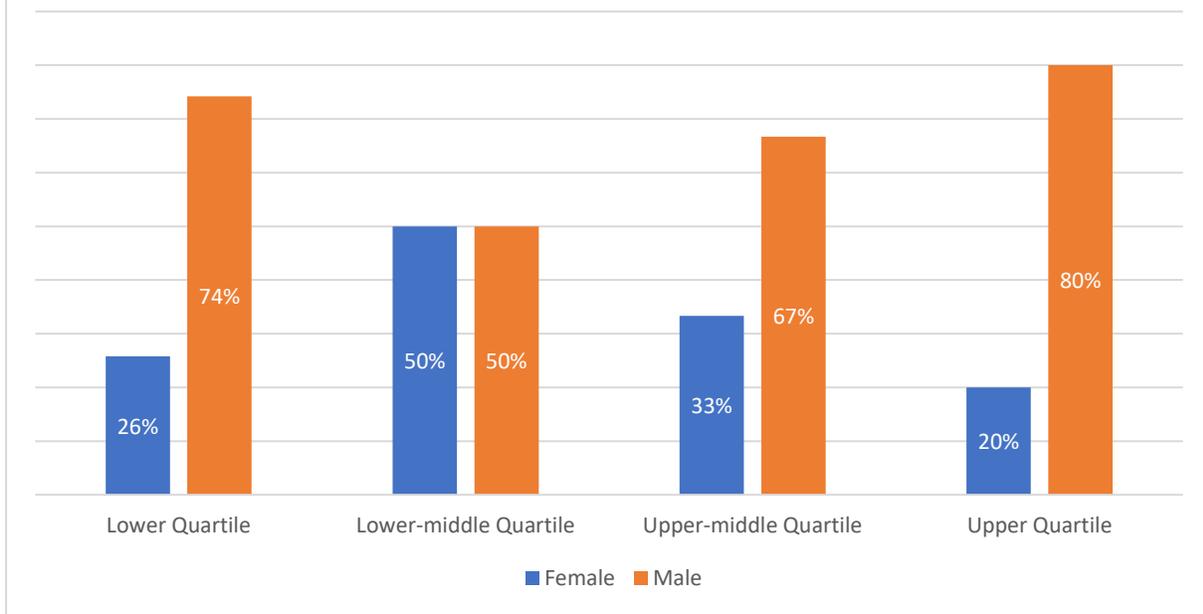


Fig. 6: Proportional gender distribution of consultancy staff across pay quartiles

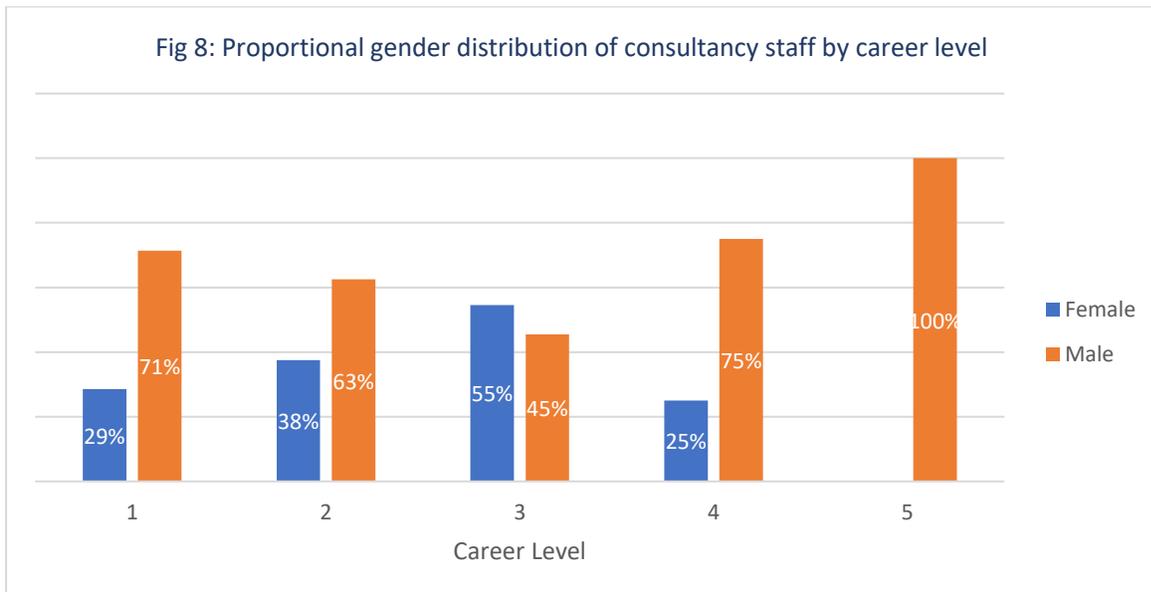
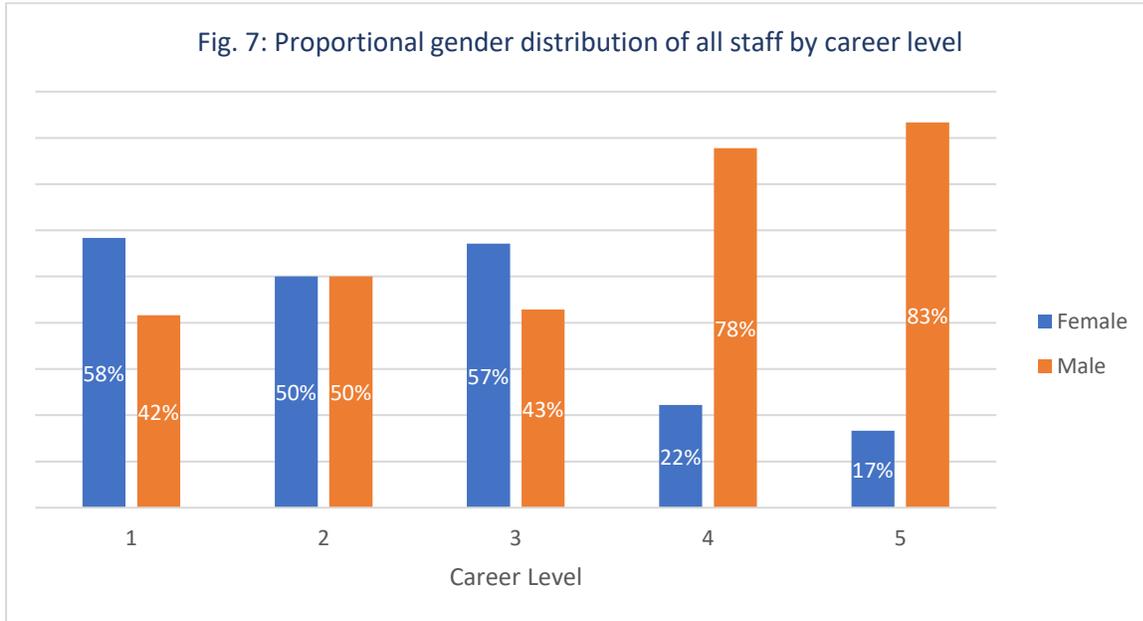


Representation at Each Career Level

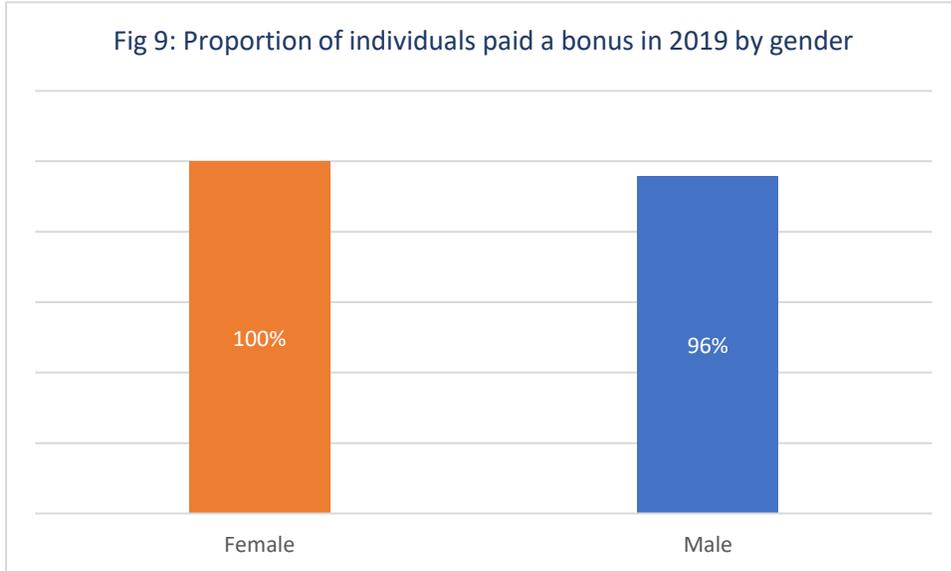
Methodology

All staff have a corresponding career level within Access Partnership. As career levels do not exactly match pay quartiles, these were reviewed separately.

Results



5. Gender Pay Gap – Bonus Payments



Conclusion

Access Partnership has a median female to male gender pay gap of –24%. This is partly accounted for by a greater proportion of lower-paid administration staff being female. On the consultancy services side of the business, there is a median female to male pay gap of +7%.

Gender Distribution

In the last report, we considered 32 men and 24 women (57% men and 43% women). These proportions have evened out slightly to 55% men and 45% women (28 and 23 respectively) in this report. However, the sample size and degree of change is too small to indicate any sustained change.

Pay Quartiles

Pay quartiles do not correspond to our career levels so a direct comparison cannot be made.

Lowest Quartile

The proportion of men to women in the consultancy service at this pay level is 74% men to 26% women. This is because we have more men than women at junior levels, and engineering staff that come in at this level tend to be male. For all staff, the proportion of men to women in this quartile is more even, at 58% women to 42% men, and this is because more of the lower-paid administration staff in our company are female.

Lower Middle Quartile

In this quartile, the proportions of men and women are equal.

Upper Middle Quartile

As we move to higher pay rates, the proportion of men to women again becomes weighted towards men, with 80% men and 20% women across all staff and a narrower gap among consultancy staff of 67% men and 33% women. This is generally because we have more men at senior levels than women.

Upper Quartile

The upper quartile is again weighted towards men, with 80% men and 20% women for both consultancy and all staff. Again, this is due to there being more men than women at the senior level.

Career Levels

Among consultancy staff, we have more women than men at the mid-level, with 55% women and 45% men. However, at the higher levels we have 75% men and 25% women and no women consultancy staff at Level 5. At Level 1 and 2 respectively, we have 29% women and 71% men and 38% women and 62% men.

We need to ensure that we continue to attract female candidates at the lower levels and that we retain female employees at career mid-level and support internal development and progression routes. We have already improved our maternity leave offering but we should maybe consider other ways of supporting working parents.