



argiva

# Gender pay gap reporting

06 April 2017 – 05 April 2018

# Introduction

**Since we reported last year our mean gender pay gap has reduced from 17.3% to 14.68%. While we still have significant progress to make, it is pleasing to see that the actions we have taken are enabling us to go in the right direction.**

Like many organisations in the science, technology, engineering and maths (STEM) sector, our pay quartiles demonstrate that we continue to be male dominated. This isn't an excuse, simply a function of the sector in which we work. We recognise that if we are to continue to close the gender pay gap then we need to not only have more women in senior positions, but we also need to invest in our future talent pipeline.

In the last 12 months we have seen a modest improvement in gender representation at senior level with 2.5% more women in upper quartile roles and just over 2% more in our upper middle roles. Within our senior leadership team – those that report into a member of our Management Board – we have seen the number of women within this cohort increase from 24% to 29%.

We are continuing to invest in attracting and developing future talent. We run intern, apprentice and graduate programmes so that we maintain a vibrant talent pipeline during these vital early career stages. For the first time ever we achieved a 50:50 male:female ratio in our 2018 intern cohort. And, while overall numbers were low – just four – half of the intake was female.

## Statutory declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Simon Beresford-Wylie**  
Chief Executive Officer

Like many STEM organisations, diversity across our apprentices remains a real challenge. To address this we remain active members of the apprenticeship network supported by the Education and Skills Funding Agency, and, five of our apprentices are supported as part of the Young Apprentice Ambassador Network. This year our Training and Development Co-ordinator was recognised by Solent University as 'Mentor of the Year' and as a consequence of this engagement we were delighted to welcome her female mentee as a graduate engineer; this is a great example of how early outreach can support and encourage young women into our industry.

Gender Pay Gap Reporting enables us to take a snapshot of our progress, however, it's the actions that we take that will enable us to create a truly diverse workforce. This year we partnered with the Murray Edwards College at Cambridge University and participated in their Gender Bias in the Workplace Survey, part of their 'Collaborating with Men' research. In addition to placing a spotlight on what it's really like to be a woman at Arqiva, the insight that we gained has not only helped us to understand some of the challenges that we have ahead, but has also informed our longer term diversity and inclusion approach.

# Looking ahead

**Looking ahead we recognise that building and embedding an inclusive culture where everyone can be the best that they can be is going to take time. Our plans for the year ahead include:**

## Investing in UK plc – STEM from the start

If we are going to redress the gender balance of those who choose careers in STEM disciplines then investing at grass roots level is fundamental. While our actions won't necessarily change Arqiva's statistics – at least in the short to medium term – addressing the challenges that we face as a sector is important. It's early days, but we are actively looking at how we can be more engaged with local schools to inspire and encourage children, and in particular girls, to want to choose subjects that enable future STEM careers.

## Partnering to provide education for all

We have continued to build our relationship with the Employers Network for Equality and Inclusion (ENEI), and next month (April 2019) we will be launching unconscious bias training across the organisation.

## Tailored mentoring and providing development opportunities

While not exclusively targeted at women, we will be taking a more structured approach to mentoring. We have some great future talent at all levels of our business and it's important that we provide both the environment and the support to enable this to flourish. This not only includes workplace mentoring, but also providing secondment or development opportunities.

## Diversity in recruitment

We know that sometimes personal unconscious bias means that we don't always challenge our thinking when we make recruitment decisions. While unconscious bias training will help, as well as some focussed training for our hiring managers, our recruitment team have set the aspirational target to provide a candidate ratio at CV stage of at least 20% female.

Given our sector, in certain roles this 5:1 ratio is going to present a significant challenge. We are already actively scrutinising our language on our recruitment advertising and job boards for gender bias and our website will go through a refresh so that we ensure that it appeals to the widest possible candidate pool.

## Sharing experiences

We know that women can find it harder to participate in both formal and informal networking groups for a wide variety of reasons. These groups provide much needed opportunities to share experiences and to build mutually supportive relationships. In the summer of 2019 we plan to run our first Arqiva Women's Networking event.

## Enabling people to speak out

Being straightforward, open and transparent are key to our values and our ways of working. And, while our Code of Conduct outlines the standards and expectations that we set when we work at Arqiva, we know that occasionally colleagues encounter or come across a situation that doesn't meet these high standards. While the work with Cambridge University has enabled people to speak more freely about their experiences of gender diversity, we want to build on this by creating an environment where colleagues feel supported to speak out so that we are able to tackle issues head on.

# Our figures

## Gender pay and bonus gap

The table shows our overall mean and median gender pay data as a snapshot on 05 April 2018.

### Gender pay gap

Mean	Median
14.68%	18.48%

### Gender bonus gap

Mean	Median
33.24%	22.52%

“Our mean gender pay gap has reduced from 17.3% in 2017 to 14.68% in 2018, outpacing the national trend of just a 0.1% reduction. Our median gender pay gap has decreased by 5.12%, stronger than the 0.5% decrease that we have seen nationally.”

## Proportion of colleagues receiving a bonus

These charts illustrate the difference between the number of men and women being paid a bonus for their performance between April 2017 and April 2018.



Our mean bonus gap has seen a small increase. This is largely as a consequence of a programme during this reporting period to align a number of our employment terms and conditions. Legacy terms such as car allowance were bought out and these were factored into the bonus reporting calculations. The nature of our sector and our employee profile means that many more men benefited from these legacy terms.

# Our figures

## Pay quartiles

The information below illustrates the gender distribution at Arqiva across four equally sized quartiles, each containing just over 450 people.



“We have almost 2.5% more women in our upper quartile roles and just over 2% in our upper middle roles since we reported last year.”

# arqiva

## Contact information

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