

Gender Pay Gap Report (2023/24)

INTRODUCTION

Charterhouse Voice & Data Limited (“Charterhouse Group”) is committed to doing business responsibly and in accordance with applicable legislation. In this statement we provide details in support of gender pay gap reporting.

COMPANY OVERVIEW

Charterhouse Group is a group of technology businesses, comprising Charterhouse, Symity, and Penteseq. Charterhouse Group offers customers technology solutions including cloud, unified communications, connectivity, networking, mobile, cyber-security and technical support. We partner with some of the industry’s most capable, SaaS, software, and hardware vendors to provide customers with leading solutions.

BACKGROUND TO GENDER PAY GAP REPORTING

Gender Pay Gap Reporting measures the difference between men and women’s average pay.

There are many reasons for differences in gender pay, including: the type of work carried out by men and women within our organisation; the type of industry we operate in; the seniority of roles; and the differences between full time and part time work (typically more women work part time than men).

The metric referred to most often is the ‘median gender pay gap’, where the median is the point at which half of employees earn more and half earn less. It is regarded as a better measure of pay of the ‘typical’ employee than taking an average.

Equal Pay is paying men and women the same for performing equal work. i.e. doing the exactly the same job.

We have found [this guide](#) to Gender Pay Gap Reporting to be clear and concise.

GENDER PAY GAP REPORTING AT CHARTERHOUSE GROUP

Charterhouse Group grew to 250 employees by the start of April 2023, and so for the first time we are required by law to conduct Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The results are based on employee data from 5th April 2023 (the “snapshot” date).

CHARTERHOUSE GROUP CONTEXT

In line with many companies aligned to our industries, we have a pay gap which reflects a higher number of men in sales, engineering, and management roles.

Our goal continues to be to achieve a better gender balance at all levels in the organisation and to support this we will continue to:

- evaluate pay setting within the organisation;
- review family friendly policies to ensure fair and appropriate practices;
- continue to ensure equality of opportunity in relation to external recruitment and internal moves; and
- drive initiatives that will enable us to create a more diverse and inclusive workplace.

Employee Mix

At April 2023 our employee mix was: 23% women and 77% men.

At April 2024 our employee mix was: 26% women and 74% men.

Part Time Employees

At April 2023 we had 8 part-time employees.

At April 2024 we had 7 part-time employees.

Part time employees represent 3% of our employee base.

New Hires

In the year to April 2023, new hires were 71% male and 29% female, with 7% of the women hired at Manager level or above.

In the year to April 2024, new hires were 62% male and 38% female, with 30% of the women hired at Manager level or above.

CHARTERHOUSE GROUP GENDER PAY GAP

Our Gender Pay Gap Report is published on the UK Government website, at [this link](#).

As at April 2023:

Salary

- Our **median** gender pay gap is 18.4%
- Our **mean** pay gap is 9.8%.
- On average, for every £100 a man earns at Charterhouse, a female colleague will earn £81.60.

Bonuses / Commission

- Our **median** bonus or commission gap is 17.6%.
- Our **mean** bonus or commission gap is 56%.
- On average for every £100 of bonus/commission a man is paid at Charterhouse, a female colleague will be paid £82.40.

Currently 6.7% of our female employees receive bonus/commission payments, compared to 23.8% of males. This gap is predominately due to the different types of roles taken up by men and women within our organisation, for example within commissionable sales roles.

As a comparison, median pay for all employees nationally was 14.3% less for women than for men in April 2023 (Source: ONS data study).

CONTINUOUS IMPROVEMENT

This is our first year of reporting on these metrics. We recognise that we have work to do to reduce the gender pay gap, and we remain committed to providing a fair and equitable workplace for all of our colleagues.

We are looking forward to reviewing the statistics for our second Gender Pay Gap Report (April 2024 snapshot) and expect that we will reduce the Gender Pay Gap in our second year of reporting, with a focus on continual improvement year on year.

We have already seen a significant increase in the proportion of female new hires as noted above, as well as a higher proportion of females being recruited into more senior roles.

We have rolled out organisation-wide equality, diversity, and inclusion training courses, which includes particular focus on unconscious bias, and we believe these efforts, together with our strong focus on our ESG strategy, will lead to improvements in reducing the gender pay gap within our organisation.