

2020/2021

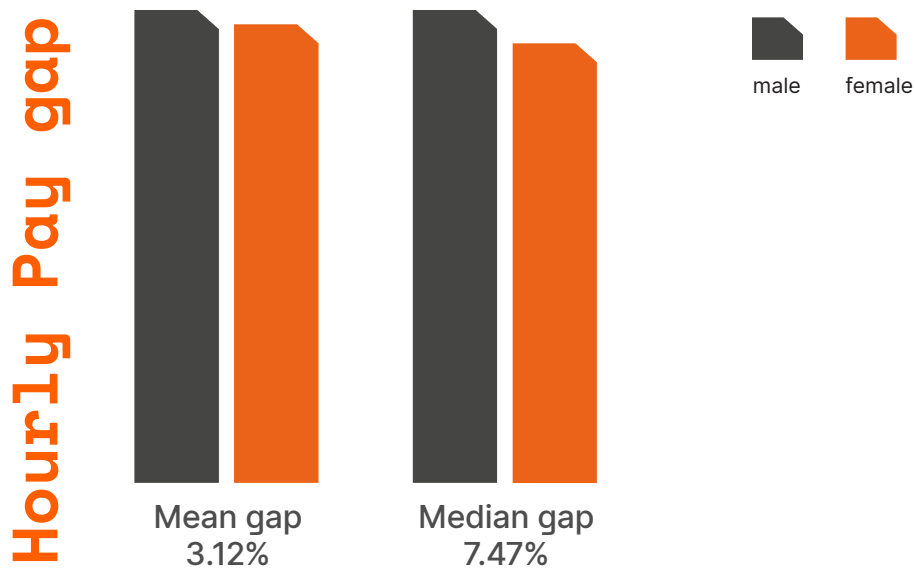
Gender Pay Gap Report

What is Infinity Works' gender pay gap?

Following analysis, we can report that our mean hourly pay gap at April 2020 was 3.12% with 18% of our highest-paid quartile being female. Two of our core values are 'focused on our people' and 'clear, honest, trustworthy' so ensuring we pay our employees fairly is extremely important to us. Our work to better understand the reasons behind this gap and close it continues. This report sets out the gender pay gap and gender bonus gap at Infinity Works Consulting covering the 12-month period ending at 5 April 2020.

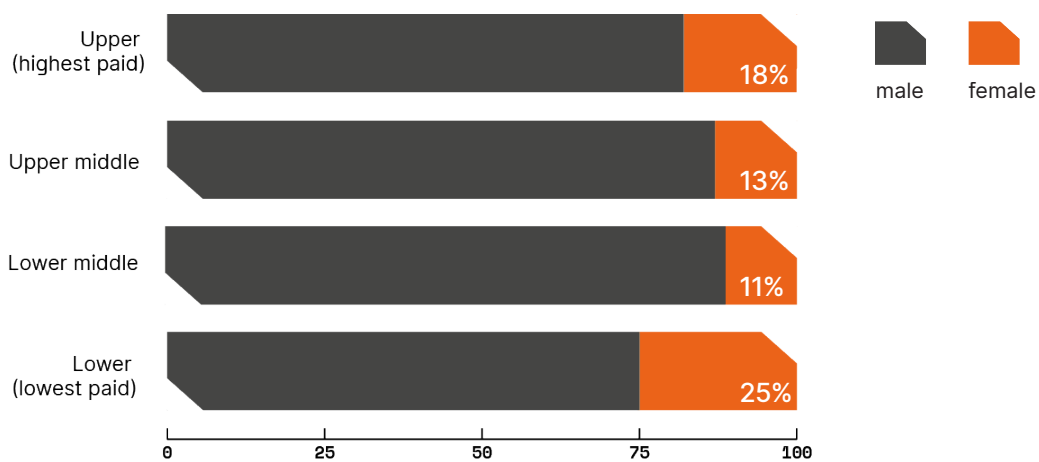
April 2020 payroll

For this portion of the report the figures are representative of 'full pay, relevant employees' which captures only those colleagues who received a full pay in the April 2020 payroll period. This information is based on hourly pay, which includes both basic salary for the period and any bonuses paid in April 2020.



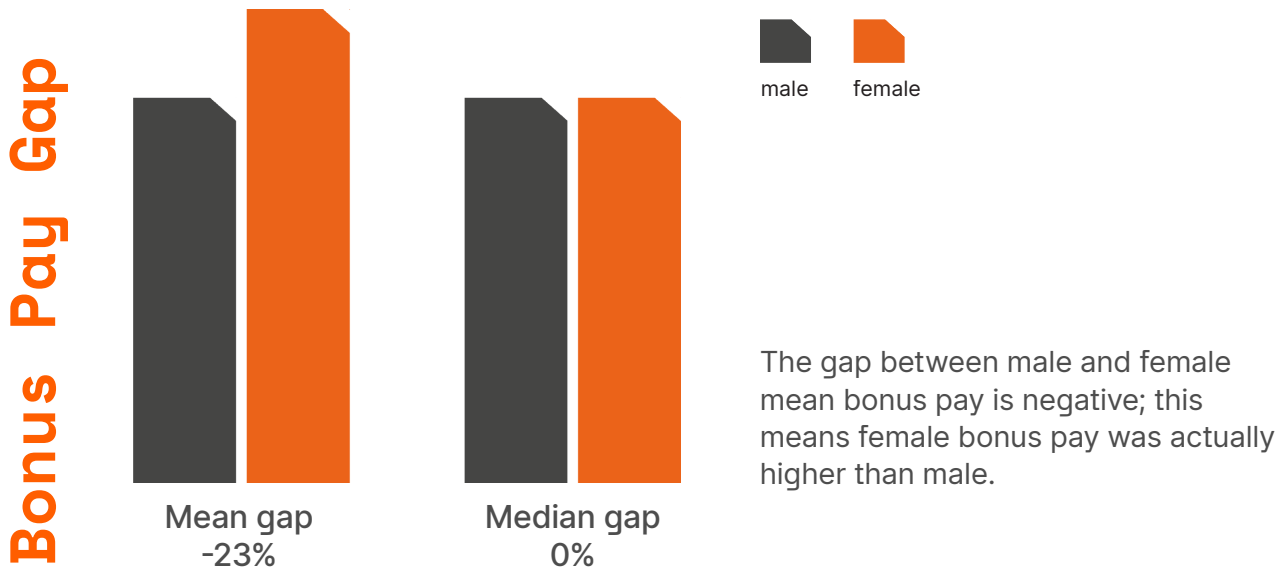
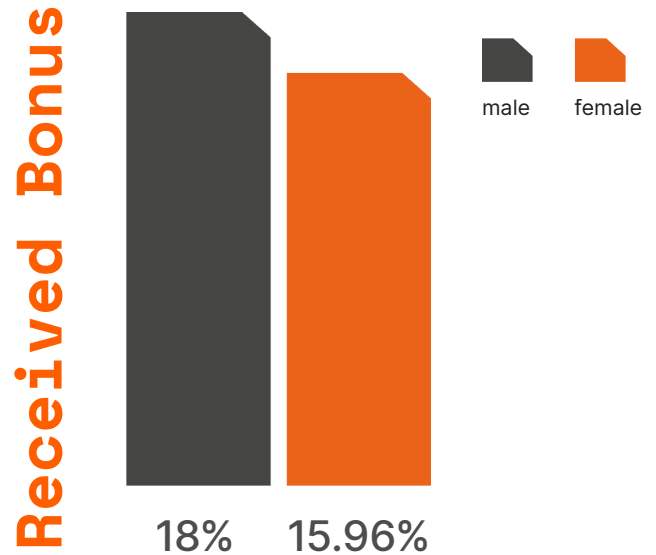
Some further information:

- 16.8% of employees included in this calculation are female.
- 3% of employees included in this calculation received a bonus in April 2020



April 2019 - 2020 bonuses

For this portion of the report, the figures are representative of bonuses paid out in the pay periods from April 2019 to April 2020 and includes all forms of bonus paid out, including employee referral payments. Company wide, 17% of colleagues received a bonus, 70% were referral bonuses.



Why do we report mean and median figures?

It is a legal requirement for us to report both mean and median figures to ensure that we provide a good overall view of our gender pay gap. The ONS preferred measure is median rather than mean because the median is not affected by outliers.

Did we include everyone in our analysis?

42 colleagues were excluded from hourly pay figures and 47 from bonus pay figures based on their responses to the gender field in our HR system, BambooHR. Due to the size of our organisation at the time this is a considerable percentage.

What are we doing to continue to close the gap?

In October 2020, we published our first internal Diversity and Inclusion (D&I) report to better understand the shape of our team. The report has already made an impact in our organisation and helped bring in new initiatives to support our people.

Initiatives

inclusion workshop

Address unconscious bias and create an inclusive workplace

pay framework

Set out clearly our principles for determining pay

employee networks

Providing each network with a leadership champion.

Some of these initiatives include working with an external provider to design and deliver conscious inclusion workshops, helping our colleagues recognise and understand the actions they can take personally to address unconscious bias and create an inclusive workplace. We have initiated a project to review our pay framework and have set out clearly our principles for determining pay, and are working to ensure greater transparency. We have also supported the launch of a number of employee networks, such as Women in Tech, across the business, providing each network with a leadership champion.

Our Academy is also committed to increasing diversity and during 2021 will ensure our hiring pools include a minimum of 50% candidates who are either/or non-male, BAME, or from a non-university background.

Charlotte Goulding

Director of People