



2020 Gender Pay Gap data

Gender pay gap reporting

As of 2017 all Companies with 250 employees or more are required to publish details annually of their gender pay and bonus gap.

Organisations are required to report on their gender pay gap using six calculations: the mean and median gender pay gaps, the mean and median gender bonus gaps, the proportion of men and women who received bonuses and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting is different from equal pay, equal pay is a direct comparison of pay of male and female employees undertaking equal work. This snapshot provides clarity on what is driving the gender pay gap and understand how it can be reduced. However, as the gender pay gap looks at the salary data of a company at a point in time in will not take into account the changes that take place on a month to month basis. Changes in headcount will have an impact across the quartiles.

As a business we recognise that it is necessary to monitor the gender pay gap on an ongoing basis and not just at the snapshot date, as this will allow us to take steps to address any issues

We can confirm that the gender pay gap data contained in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



A handwritten signature in black ink, appearing to read 'Matt Munro'.

Matt Munro
CEO



A handwritten signature in black ink, appearing to read 'Bev Deans'.

Bev Deans
Head of HR

Gender Pay Gap Overview

iGO4 consists of 2 legal entities, iGO4 Limited and iGO4 Partners, of which only iGO4 Ltd exceeds the threshold to report on the gender pay gap data. The businesses operate as one with an Executive Committee spanning both and one approach to remuneration, recruitment, promotion, development and contracts of employment and policies. Whilst it is necessary for us to report on the data for iGO4 Limited including the data for the combined business provides a more accurate view of the gender pay gap, all data is detailed below.

The data was collected on the 5th April 2020 at which time the total workforce was 301 employees with a split of 248, 145 females and 103 male employees for iGO4 Limited and 53, 35 female and 18 male employees for iGO4 Partners. Taking into account that the data is only based on those employees earning their full pay for that month, our figures are based on a total of 264 employees (216 Ltd, 48 Partners). The 37 excluded employees were either part month leavers or starters, those on maternity leave or unpaid absence.

As of April 2020, iGO4 had a mean pay gap of 21.1% and a median of 10%. When we consider the combined businesses, it shows that the gap for the Mean is lower at 18.3% and is roughly the same for the median at 7%. Overall, this data shows that the gender pay gap is largely accounted for by executive pay in the upper quartile.

Percentage of men and women in each pay quartile

Pay Quartile	Male 18	Female 18	Male 19	Female 19	Male 20	Female 20
Upper	44%	56%	47%	53%	50%	50%
Upper middle	44%	56%	39%	61%	46%	54%
Lower middle	37%	63%	39%	61%	23%	72%
Lower middle	37%	63%	36%	64%	46%	54%

Number of men and women in each pay quartile

The pay quartiles are ranked by pay and represent 25% of the workforce, they are broken down by gender so that a comparison can be made. As with previous years iGO4 has a higher proportion of women in the business in all quartiles. The percentage in the upper quartile is equal and the quartile with the greatest difference is the lower middle where women are more represented.

Bonus Pay Gap

The gap for the mean bonus payment is due to delayed bonuses for the Executive team which were included in the 2020 snapshot but were paid to the rest of the business in 2019. The male Executive pay is higher and bonus is paid on a percentage of annual salary, this explains the gap. The Median is 0% due to some small bonuses which were paid to a

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handful of employees before the bonus scheme changed, the same amounts were paid to both male and female employees.

iGO4 Ltd	Mean 2018	Median 2018	Mean 2019	Median 2019	Mean 2020	Median 2020
Gender Pay gap	15.2%	10.6%	20.2%	4.9%	21.1%	10%
Gender bonus gap	20.8%	33.5%	21.1%	12.6%	32%	0%
Combined						
Gender Pay gap	13%	7.8%	17%	5.1%	18.3%	7%
Gender bonus gap	16.2%	21.6%	18.8%	9%	11.46%	0%