

Gender Pay Gap Report 2023

interact



A young man and woman are working together at a computer in a modern office setting. The man is pointing at the screen while the woman looks on attentively. They are both wearing lanyards with 'STAFF' written on them. The background shows a bright, open-plan office with large windows and modern decor.

Diversity & Inclusion

“Diversity and inclusion is integral to Interact’s organisational culture and success. It helps to underpin our vision, values and goals enabling us to be an inspiring place to work and to provide fantastic opportunities to all our team.”

Introduction

- Gender Pay Gap legislation requires an employer with 250 employees or more to publish its gender pay gap.
- The gender pay gap is an equality measure that shows the difference in average earnings between women and men.
- The requirement presents an opportunity for Interact to further scrutinise its employee profile and to continue strategic action to address inequalities, if they exist. A gender pay gap report must include:
 - The mean gap in pay
 - the median gap in pay
 - the distribution of gender by pay quartile
 - the percentage of employees receiving bonuses and the gender gap on bonuses.
- The regulations state that the gender pay gap shows the difference between the average earnings of men and women (excluding overtime). This is expressed as a percentage of men's earnings.

**Gender Pay
Gap is an
equality
measure**

Definitions

The median gender pay gap figure

- This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay ordered from highest to lowest paid. A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are useful to indicate what the 'typical' situation is. They are not distorted by high or low hourly pay (or bonuses).

A mean

- Involves adding up all the numbers and dividing the result by how many numbers were in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

**Gender Pay
definitions -
using
median
and mean
averages**

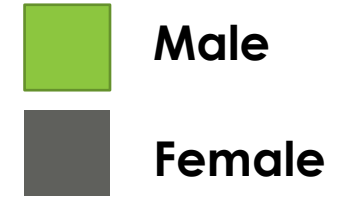


Gender Pay Gap

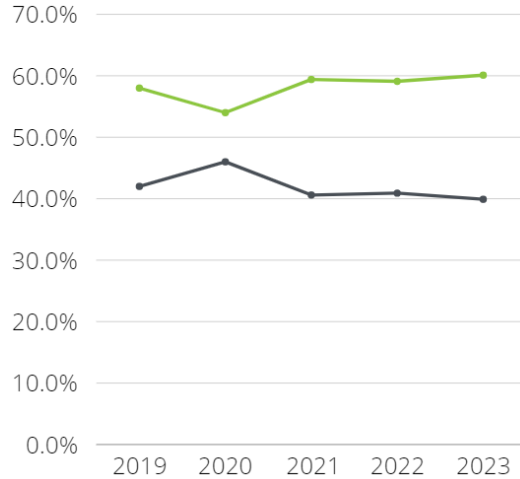
Snapshot 5th April 2024

- **Median hourly pay**
Women earn 97p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 3.3% lower than mens.
- **Mean hourly pay**
When comparing mean (average) hourly pay, women's mean hourly pay is 4% lower than mens.

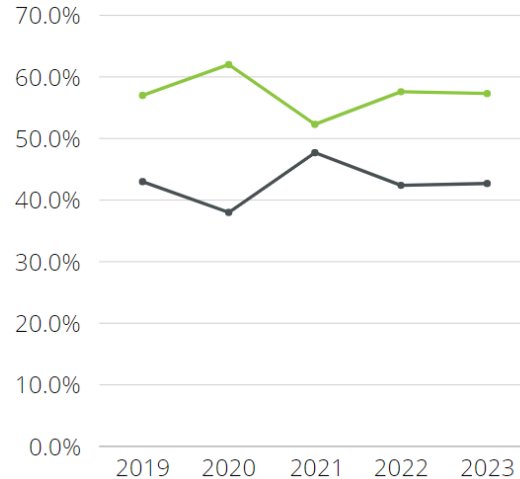
The percentage of women and men in each pay quartile – yearly comparison



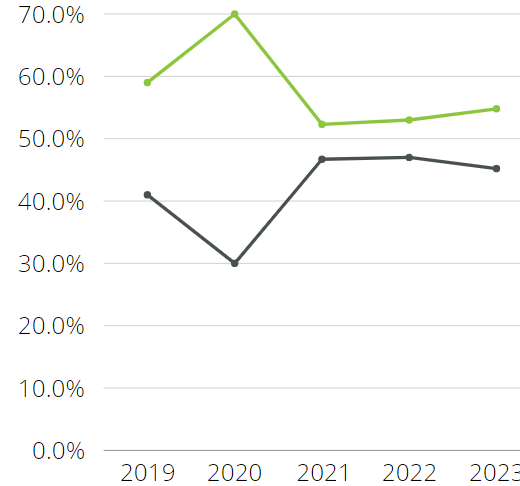
UPPER PAY QUARTILE



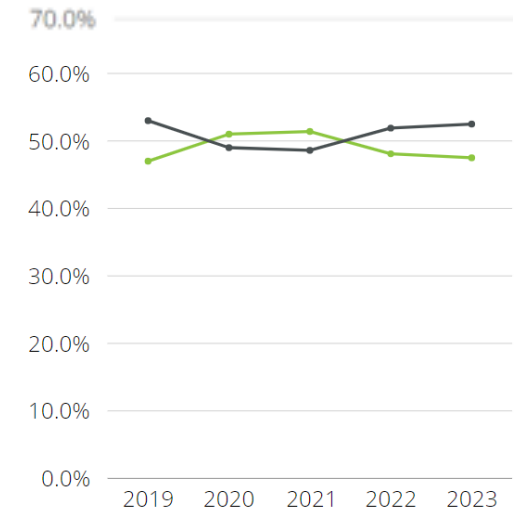
UPPER PAY QUARTILE



LOWER MIDDLE QUARTILE

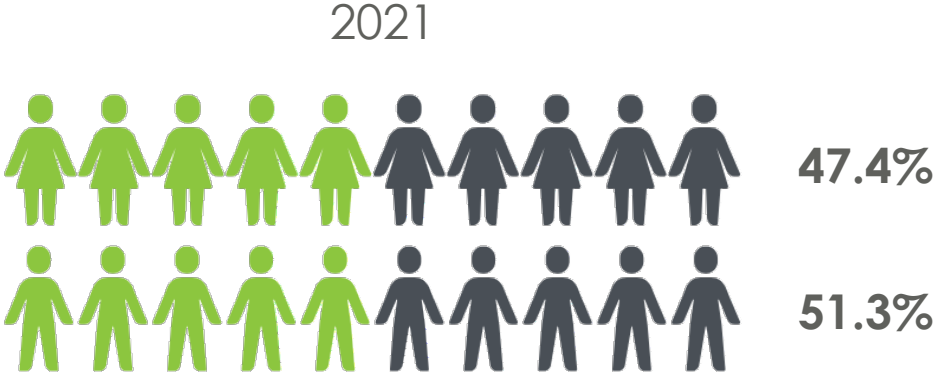
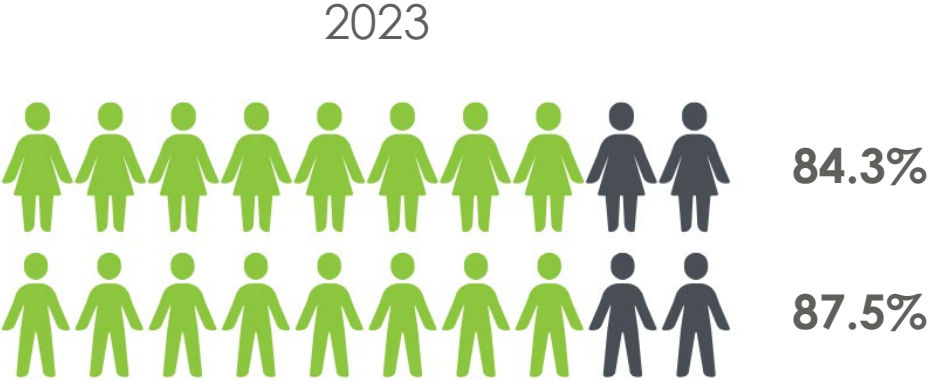


LOWER QUARTILE

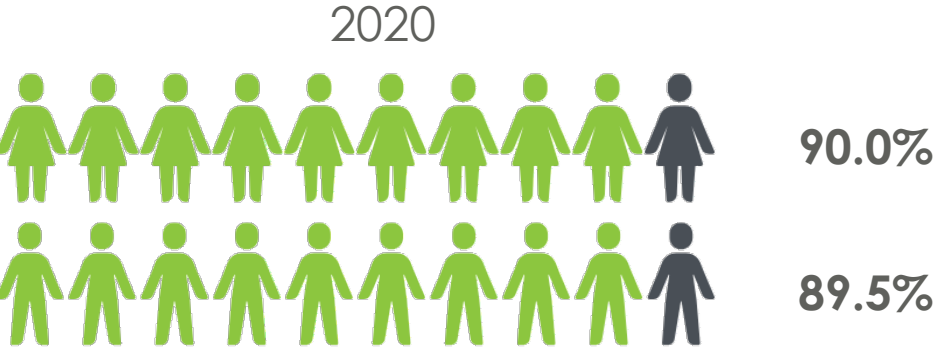
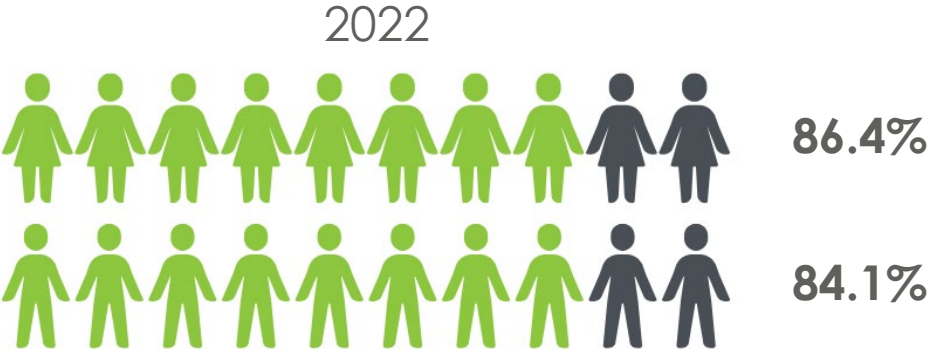


Bonus Pay

- Mean Gender Pay Gap for bonuses 21.3%
- Employees who received a bonus:



Note: Due to a shift in non -bonus related projects the percentage of employees receiving bonus payment was halved in 2021



Commentary

- The national average for overall median hourly pay for fulltime employees was 7.7% less for women than for men in April 2022, compared with Interact's 3.3%.
- Over the last 5 years the trend reinforces a very low median gender wage differential at Interact.
- The pay gap indicates our success and commitment to paying employees equally or equivalent regardless of gender.
- We will continue to develop programmes such as flexible and agile working, career development, healthy work/life balance and other engagement activities as part of a positive strategy to ensure any gender pay gap remains at a low or positive value.
- I confirm that the information in this statement is accurate and that the data has been calculated to the requirements of the Equality Act.

**Michael Pollock,
Commercial Director,
Interact**