

Correla Ltd

Gender Pay Gap Reporting
for dataset: GPG Apr 24



This report has been produced for your organisation. It includes all the figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

It also provides a detailed analysis of all your datapoints mapped in the Gapsquare app. This allows your company to break down your organization-wide metrics into smaller groups of employees - for example, you could look at employees by age, job level, business unit, or any other custom label.



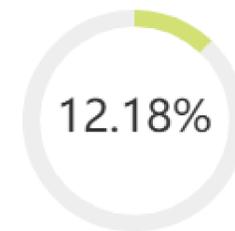
Headline Figures

Hourly remuneration

Women's **mean hourly rate** is 12.18% less

Mean pay per hour for men: 30.22 Mean pay per hour for women: 26.54

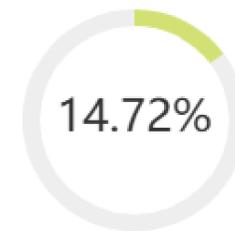
Difference in pay: 3.68



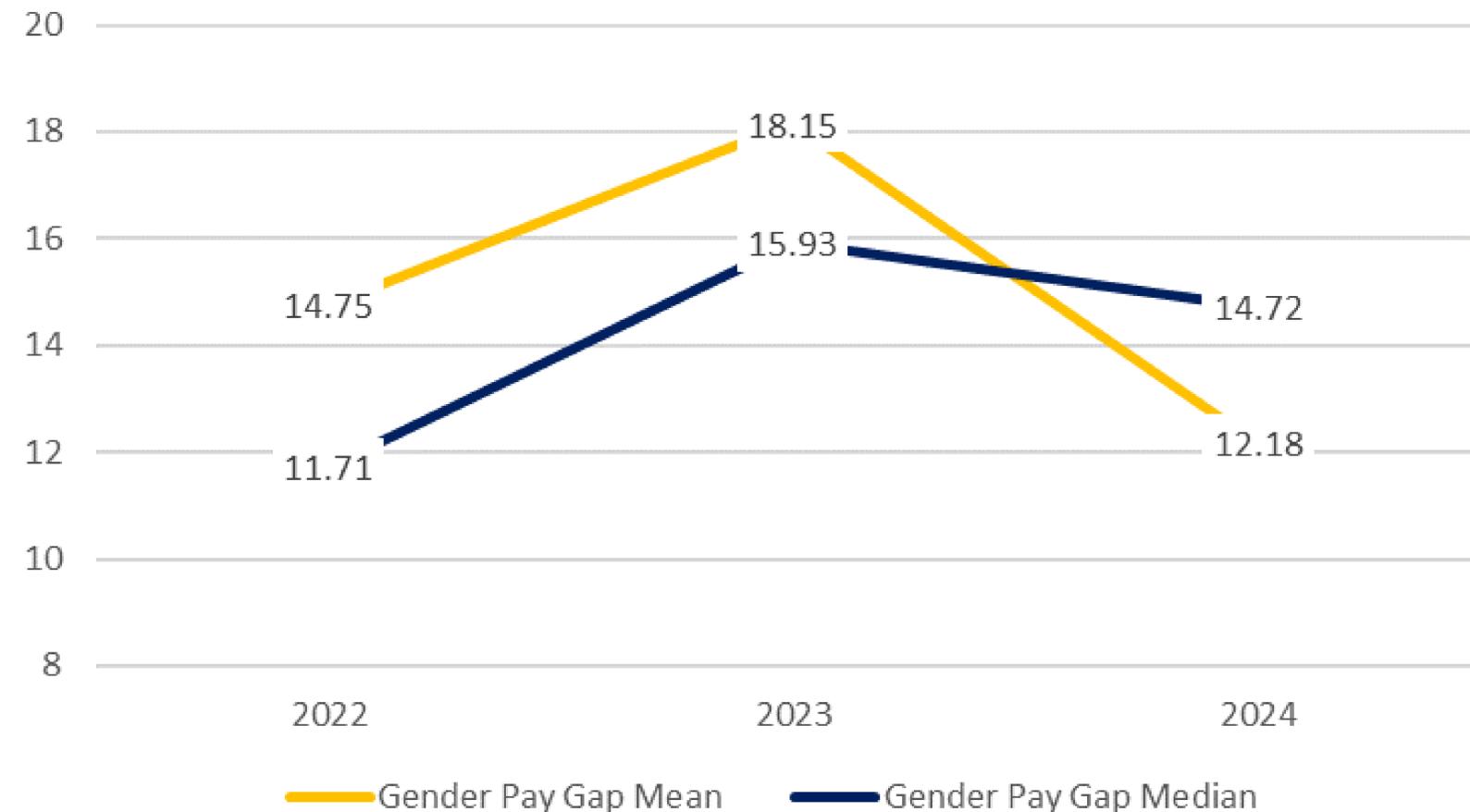
Women's **median hourly rate** is 14.72% less

Median pay per hour for men: 27.64 Median pay per hour for women: 23.57

Difference in pay: 4.07



Historical Trends



This graph illustrates the historical trends in gender pay gaps, showing both the mean and median pay differences over time. The data highlights the movement and changes in pay disparities between genders, providing a clear visual representation of progress and areas needing improvement.

In 2023, the Median Pay Gap reported in Information sector was **15%**.

The ONS is estimating a figure of **12.5%** Median for 2024.

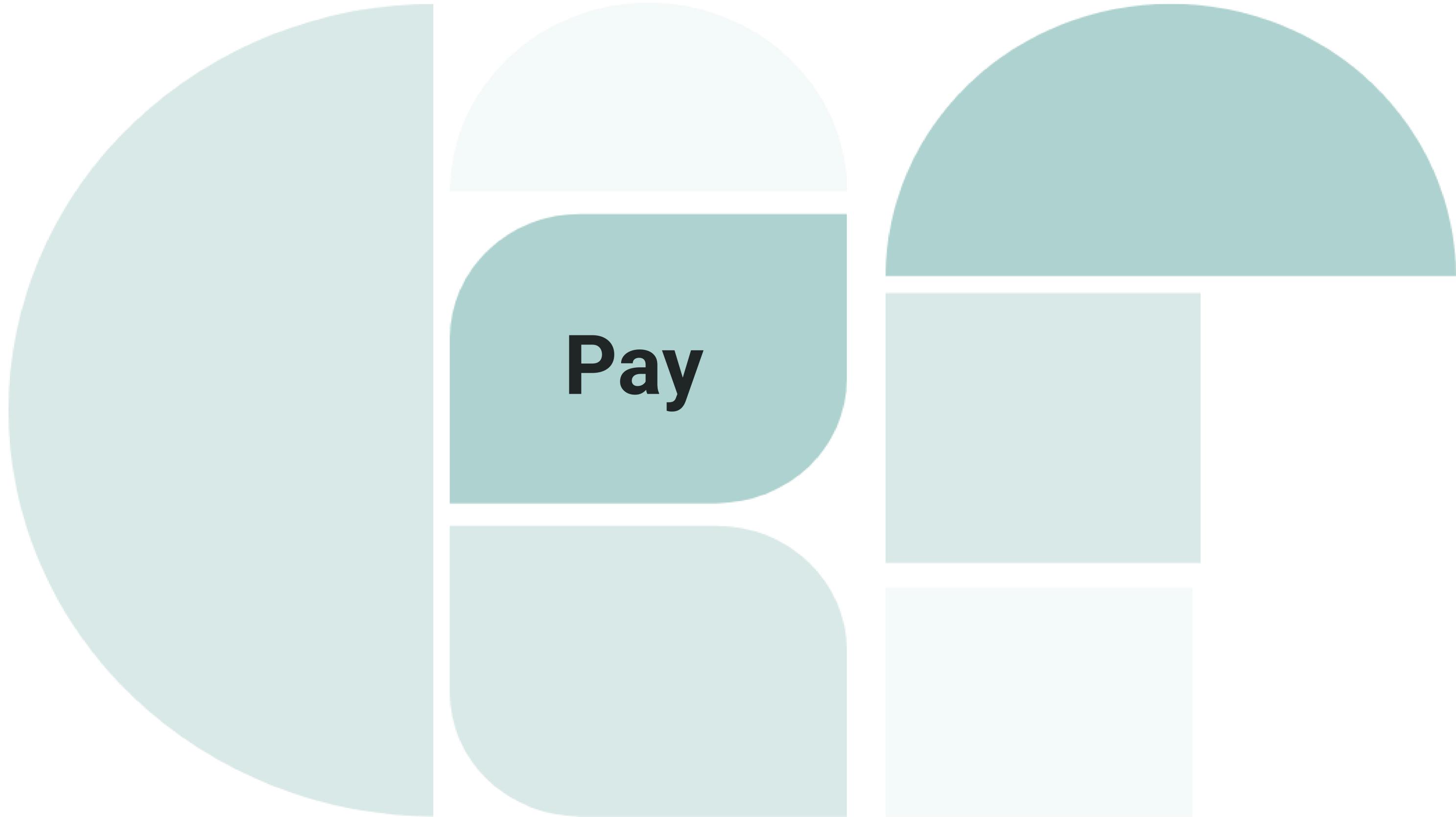
Headline Figures

Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	15.68	14.85	5.29%	7.91%	38.37%	61.63%	-5.01%
Lower middle quartile	22.43	22.08	1.56%	1.07%	48.24%	51.76%	-0.68%
Upper middle quartile	29.28	28.47	2.79%	3.25%	44.71%	55.29%	-3.95%
Upper quartile	44.86	52.44	-16.89%	-3.19%	67.06%	32.94%	21.82%

Bonus

Women's **mean bonus pay** is 8.35% less
 Women's **median bonus pay** is 24.29% less
 Proportion of **women receiving** bonus: 80.00%
 Proportion of **men receiving** bonus: 84.71%



Pay

Hourly remuneration

Women's mean hourly rate is 12.18% less

Mean pay per hour for men: 30.22

Mean pay per hour for women: 26.54

Difference in pay: 3.68

Women's median hourly rate is: 14.72% less

Median pay per hour for men: 27.64

Median pay per hour for women: 23.57

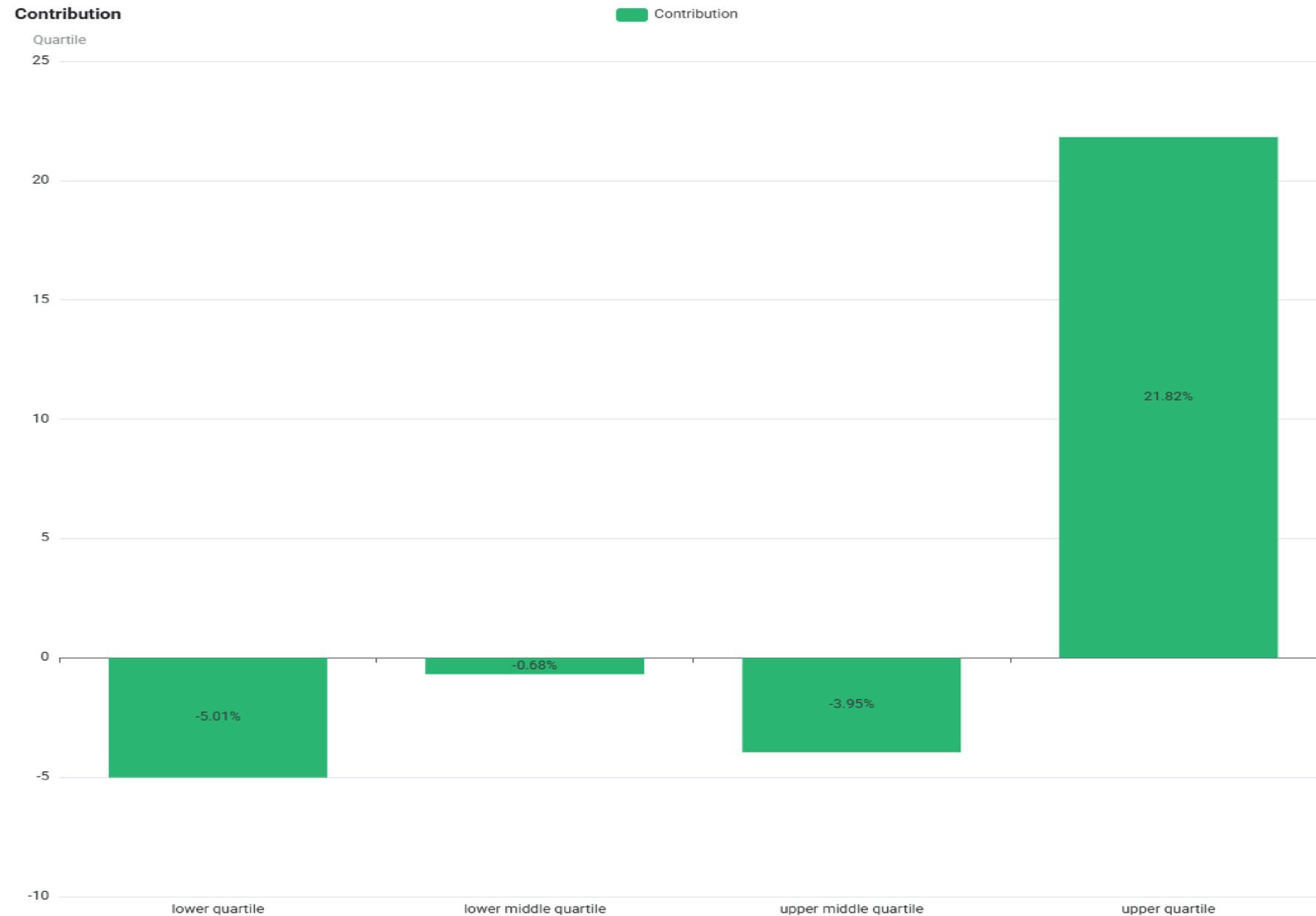
Difference in pay: 4.07



Detailed Report Analysis By Quartiles

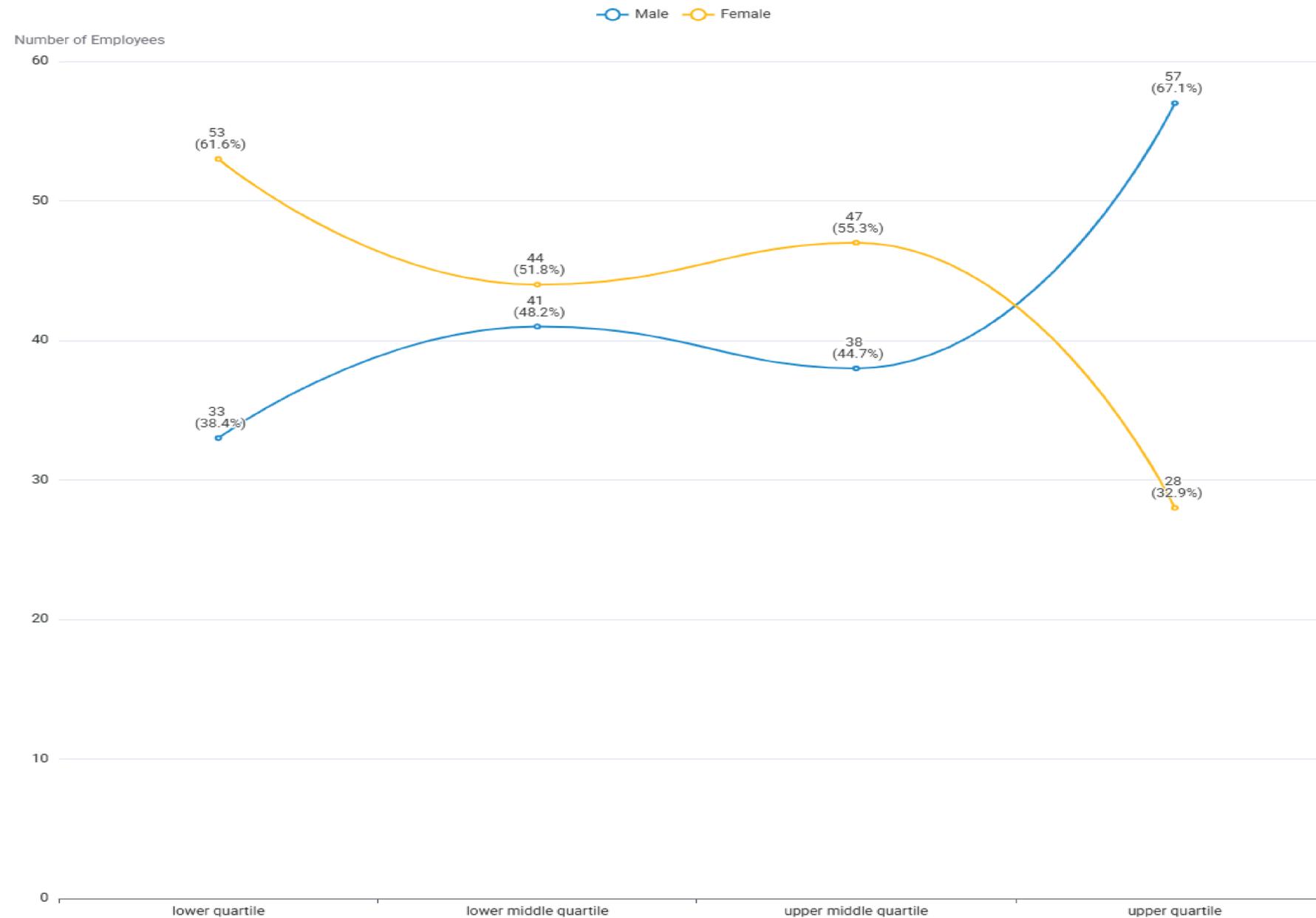
Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	15.68	14.85	5.29%	7.91%	38.37%	61.63%	-5.01%
Lower middle quartile	22.43	22.08	1.56%	1.07%	48.24%	51.76%	-0.68%
Upper middle quartile	29.28	28.47	2.79%	3.25%	44.71%	55.29%	-3.95%
Upper quartile	44.86	52.44	-16.89%	-3.19%	67.06%	32.94%	21.82%

Contribution of Each Quartile to the Pay Gap



The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean pay gap.

Workforce Representation by Quartiles



This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Pay Gaps by Quartiles



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation's overall pay gap.

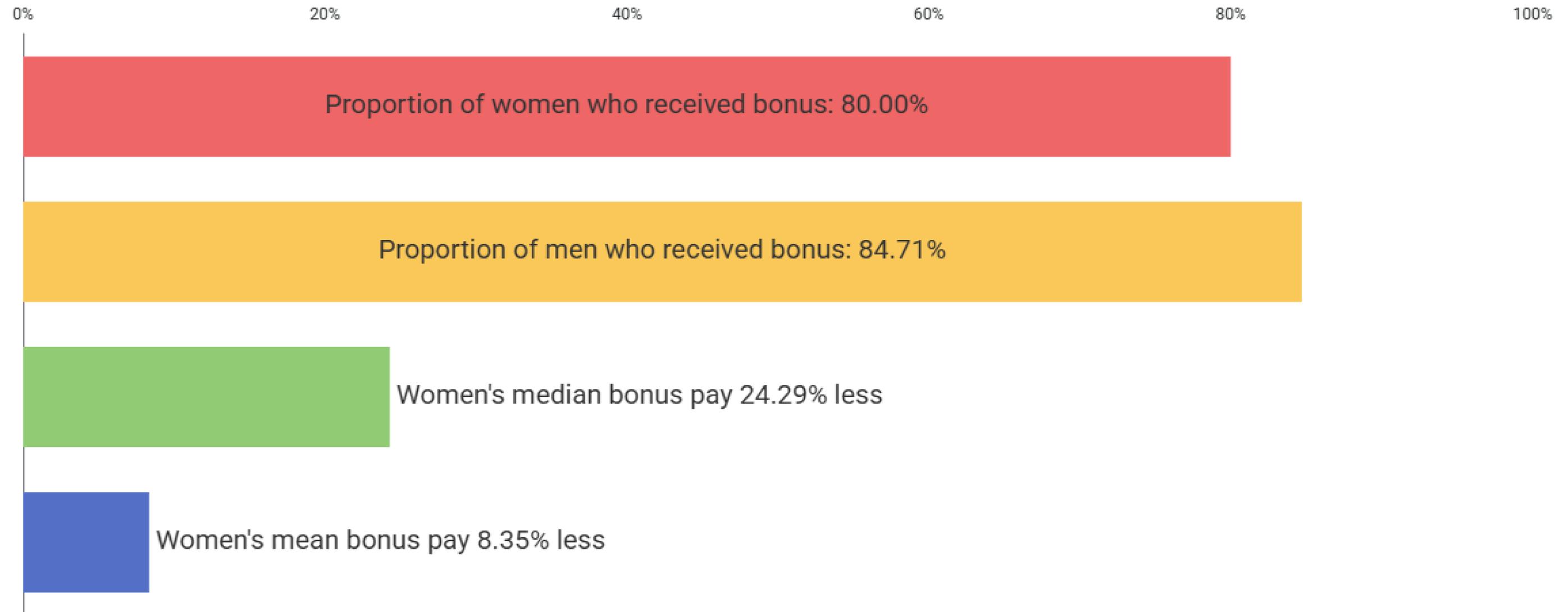
Pay Ranges by Quartiles



This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.

Bonus

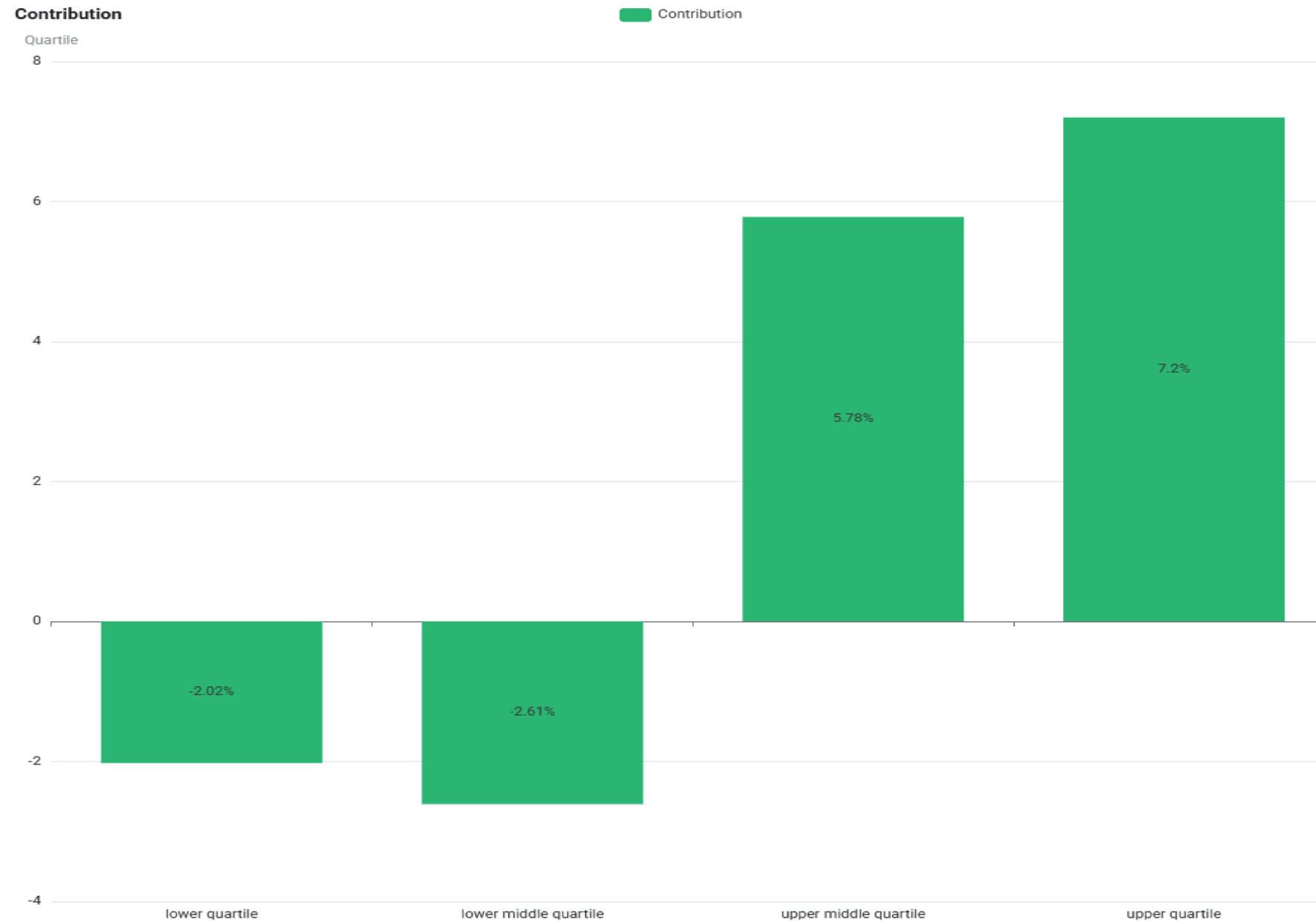
Bonus metrics



Detailed Bonus Analysis By Quartiles

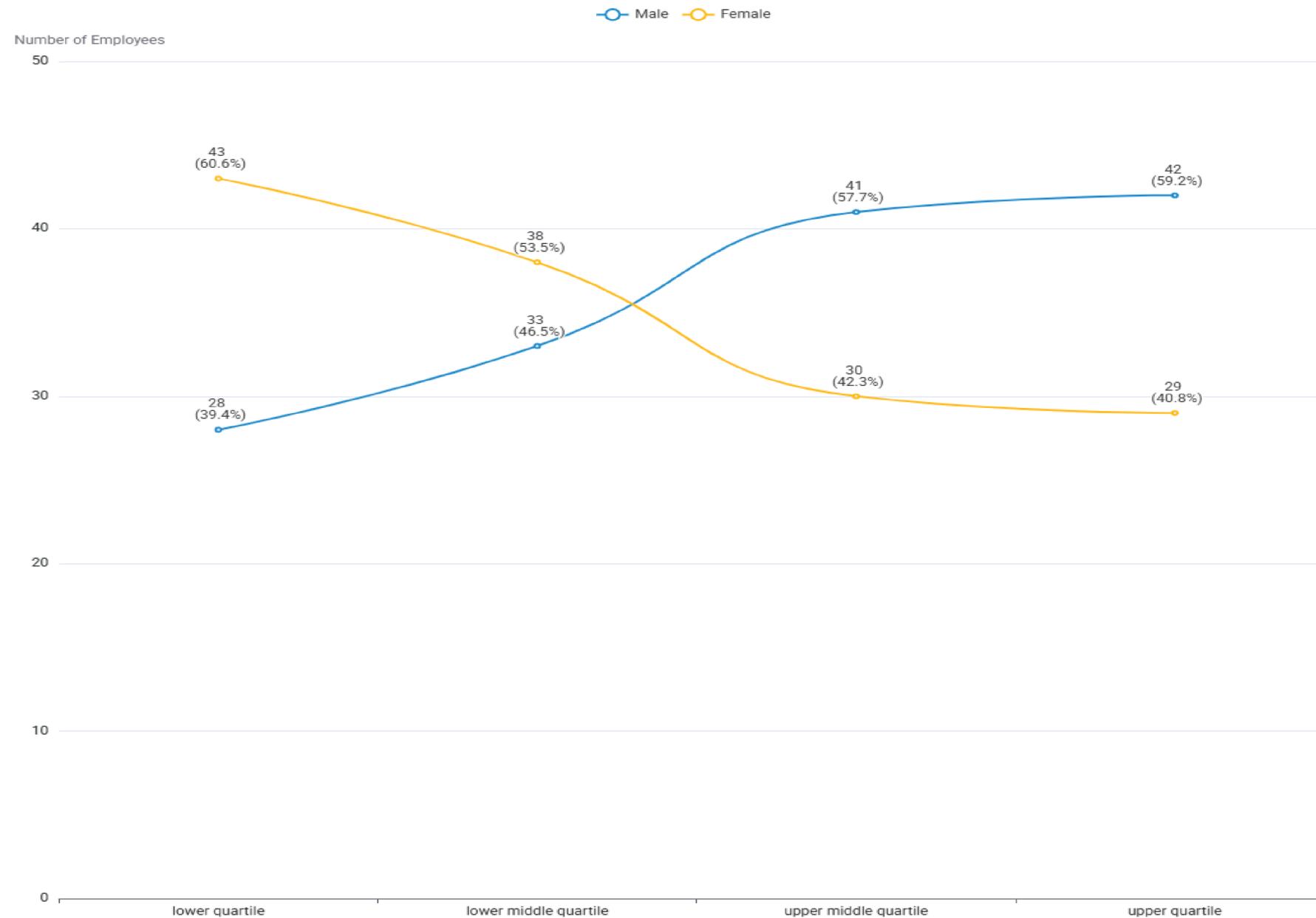
Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	1188.53	1106.20	6.93%	13.58%	39.44%	60.56%	-2.02%
Lower middle quartile	2152.90	2333.99	-8.41%	-14.77%	46.48%	53.52%	-2.61%
Upper middle quartile	4110.81	4012.96	2.38%	6.35%	57.75%	42.25%	5.78%
Upper quartile	11926.91	14925.41	-25.14%	9.41%	59.15%	40.85%	7.20%

Contribution of Each Quartile to the Bonus Gap



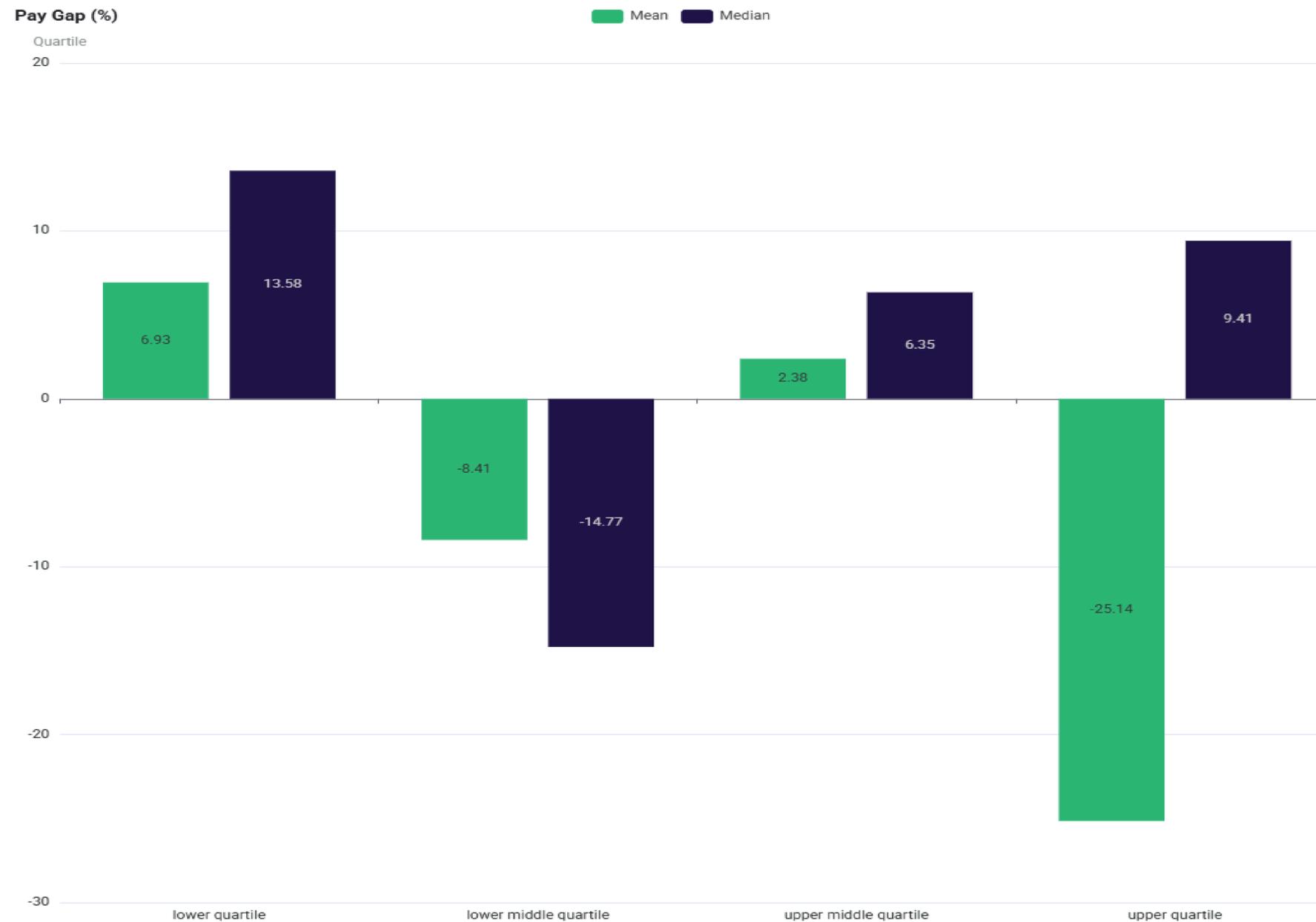
The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean bonus pay gap.

Bonus Workforce Representation by Quartiles



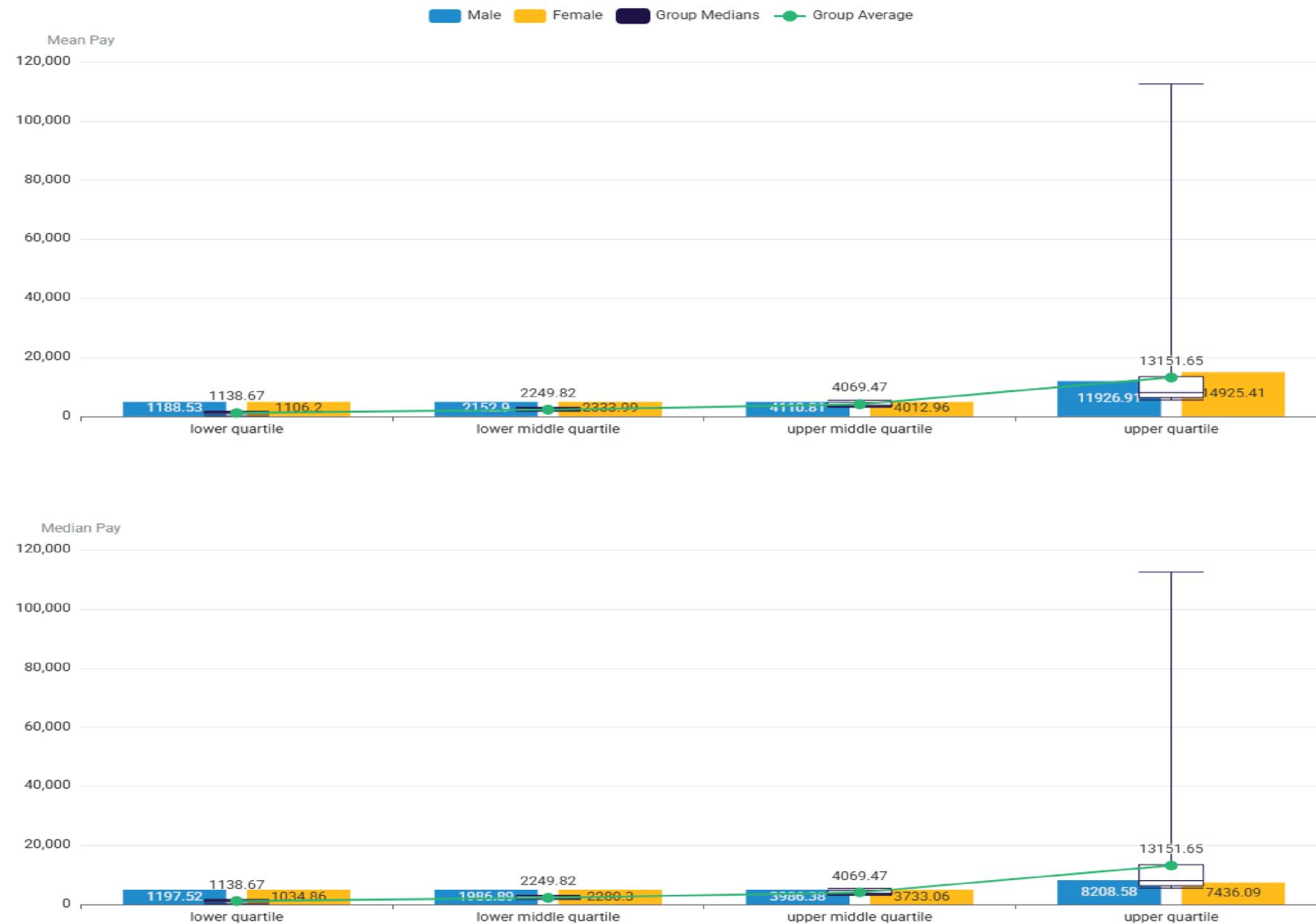
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

Bonus Gaps by Quartiles



Each Quartile has its own separate bonus pay gap, comparing them shows what levels of bonus pay present the key imbalances and breaks down your organisation's overall bonus pay gap.

Bonus Ranges by Quartiles



This chart shows you the bonus pay ranges that provide the averages of Mean and Median for comparison.

Glossary of terms

Group:

The name of the groups is taken from your data, using the same terms you have mapped in the Pay Equity Analytics app.

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.



Our commitment to Inclusion and Diversity

At Correla, we want to leverage diversity by helping you create an environment where you feel heard and supported to do your best.

We strive to create a diverse and inclusive workplace, where people can succeed regardless of their gender, sexual orientation, gender identity and expression, marital or civil partner status, race, religion or belief, colour, nationality, ethnic or national origin, disability, age or pregnancy. We know that if people can be themselves at work, they'll be happier, more motivated and creative, and Correla will be a better organisation as a result.

Our people are the most valuable asset we have. We recognise the benefits of having talented people from a range of backgrounds, diverse groups and cultures who bring different perspectives, life experiences and diversity of thinking to our business.

Our aim is to attract and retain the very best diverse talent to help create an exciting, innovative and successful business that enables us to deliver an exceptional experience for our customers but also provide rewarding careers for our people.

Our Commitment to Inclusion and diversity

At Correla, we want to leverage diversity by helping you create an environment where you feel heard and supported to do your best.

We strive to create a diverse and inclusive workplace, where people can succeed regardless of their gender, sexual orientation, gender identity and expression, marital or civil partner status, race, religion or belief, colour, nationality, ethnic or national origin, disability, age or pregnancy. We know that if people can be themselves at work, they'll be happier, more motivated and creative, and Correla will be a better organisation as a result.

Innovation is in our DNA

To support our strategy, we apply an inclusion and diversity lens throughout the employee lifecycle from attraction and recruitment, onboarding, development and promotion, reward and recognition through to exit and off-boarding.

As part of Correla's continued efforts to create a fully inclusive and diverse workplace, we proudly announce our **Tech Talent Charter (TTC)** membership. This strategic partnership is part of our unwavering commitment to building a workforce that reflects a broad spectrum of talents and perspectives

Equal Opportunities

We are honoured to be recognised as part of **Inclusive Employers**. Ensuring that all Correla employees, regardless of gender or background, have equal opportunities for career growth and advancement within the organisation.

We are proud to be a **Disability Confident Employer**, that highlights our commitment to inclusivity and accessibility in the workplace. We strive to create a welcoming and supportive environment to all employees.

We prioritise the wellbeing and support of all our people and we acknowledge that diversity, inclusion and mental health awareness are integral for our culture, that's why we are part of **Mindful Employer**.

Transparency and Accountability

Regularly monitor and report on diversity metrics, holding the organisation accountable for progress in creating a more inclusive workforce.

Uphold equality of opportunity for all colleagues relating to development, training and career advancement including having fair and transparent reward and recognition practices.

Take positive steps to mitigate and remove any bias and barriers we identify within our recruitment and selection process that may either prevent or discourage candidates from applying, progressing or being offered employment with us.

Inclusive Culture

Cultivating a workplace culture that values and celebrates diversity, where every employee feels respected, supported, and included.

We are thrilled to announce that we have received the **Best Employer for Benefits Award** from **Women In Tech Employee Awards in 2023**. This recognition shows our ongoing initiatives and inclusive practices create opportunities for women to thrive and lead in technology.

Our commitment to create a culture that prioritises mental, physical and emotional wellness has been recognised through the **2023 HR Excellence Award for Best Health and Wellbeing Strategy, Large Organisation**

Wellbeing and benefits

The wellbeing of our people is paramount to us, and the benefits we provide are crucial in creating an inclusive and diverse workplace, where all employees regardless of background or identity can thrive.

Recruitment Charter

We are constantly reviewing our Recruitment processes, and we work closely with our Recruitment partners to ensure we uphold and maintain the highest, ethical recruitment practices and we encourage applications from candidates with varied skillsets and experience and from different backgrounds and sectors.

Flexible Working

Our standard way of working is agile working. We want all our people to be able to participate fully in work life without compromising their family commitments or general wellbeing.

Parent/ Kinship Leave

At Correla, our Parent Leave policy covers men, women, non-binary individuals, and same-sex families. It includes provisions for birth, adoption, long-term fostering, surrogacy, and Special Guardianship

Carers

We aim to provide an inclusive work environment, that recognises, respects and supports Carers in the workplace, that's why in Correla we provide paid Care Giver leave and support through our membership of Employers for Carers.

Wellbeing

We understand that the wellbeing of our people is essential in creating an inclusive and diverse environment, that's why we focus on four areas: Mental Wellbeing, Physical Wellbeing, Financial Wellbeing and we combine information on Correla benefits with resources and support.

Mental Health and Grief First Aiders

We all expect to have a First Aider on hand at work, someone who is trained to deal with minor ailments, accidents and injuries, as well as to offer informed help and advice. In the same way that we have trained First Aiders available for physical problems, we also have trained Mental Health First Aiders (MHFA) to help people with their mental or emotional wellbeing.

Buddy Programme for returning Parents

Welcoming a new baby/child into the family is one of the biggest life changing events any of us can go through and leads to significant changes both in home and work life. We recognise that the support, which can be offered by someone who has gone through the similar experience, can be crucial to helping someone to settle back into work after an extended period out of the business.



powering change

Thank you

