

XMA Limited 2019 Gender Pay Report

Introduction

XMA is a passionate and forward-thinking organisation where all employees are encouraged to fulfil their ambitions and goals and where gender diversity is recognised as essential to success.

The IT industry has traditionally been very male dominated and the challenge in our organisation, our industry and across Great Britain is to work towards gender balance and ultimately eliminate any gender pay gap. This report will explain our 2019 gender pay gap and set out XMA's commitments and initiatives to reduce our gender pay gap in the medium and long term.

What is the Gender Pay Gap?

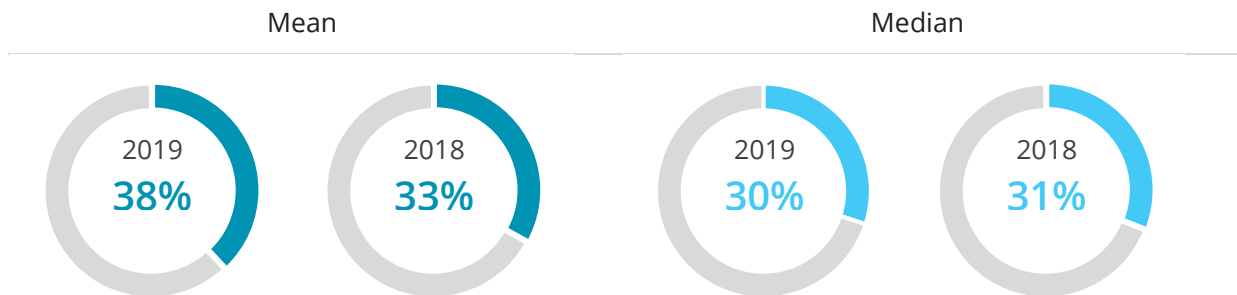
The gender pay gap is the average difference between hourly wages for men and women.

The gender pay gap isn't the same as equal pay. We are confident that Male and Female employees are paid equally for equal work across the business.

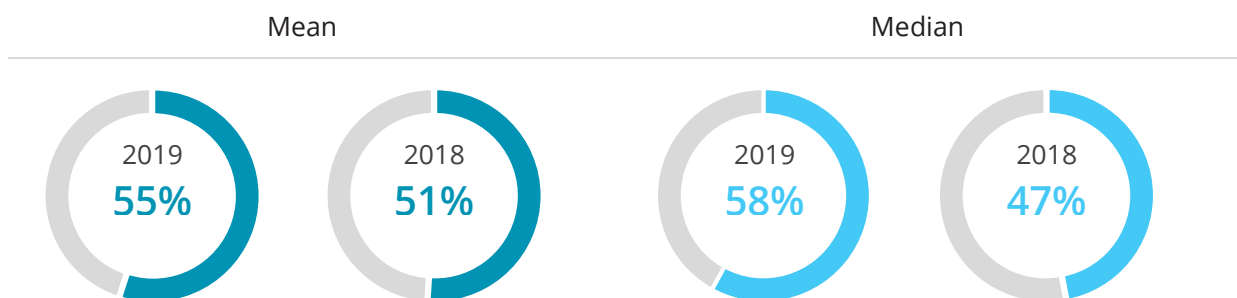
Pay and Bonus Information

On the 5th April 2019, XMA Limited employed 326 relevant male employees and 152 relevant female employees.

Gender Pay Gap



Gender Bonus Pay Gap*



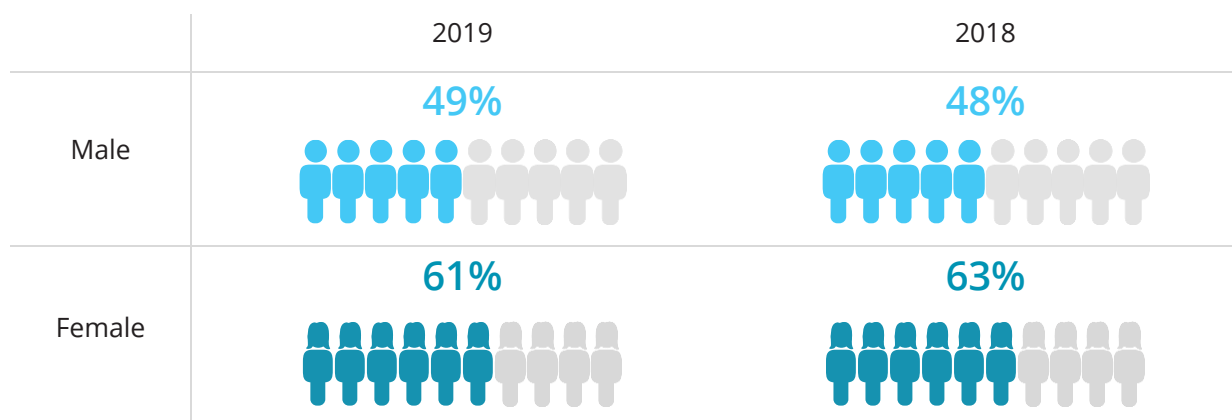
Explaining the Calculations

The **mean** is an average. It's calculated by adding up the wages / bonus of all male and females and dividing it by the number of employees. The pay gap is the difference between the mean figures for men and women, which is reported as a percentage.

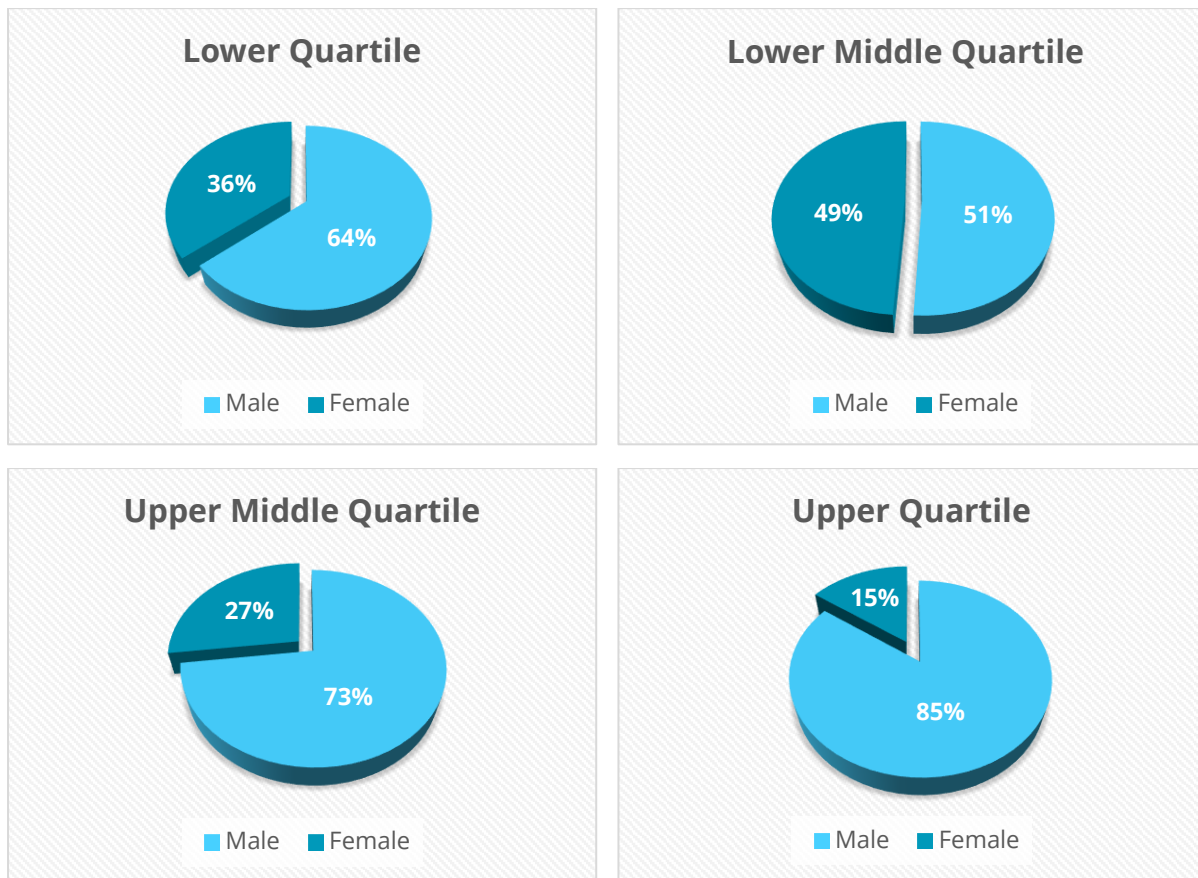
The **median** is calculated by listing all male and females' wages/bonus from highest to lowest and comparing the number that sits in the middle for each gender. The pay gap is the difference between the median figures for men and women, which is reported as a percentage.

* Bonus pay gap includes all variable pay, including commission.

Proportion of Male and Females receiving a Bonus Payment



Pay Quartiles



What do the results tell us?

While the overall gender balance has improved slightly, the gender balance is still 68% male to 32% female.

We recognise that women are underrepresented in Senior Management positions, highly skilled technical roles and commissionable sales roles.

We recognise that there is a lack of female candidates for many technical roles but believe long term commitment to promoting STEM subjects and careers in technology can help address this imbalance in the long term.

It is also worth noting that XMA has significantly more female employees in Part Time roles, than male employees.

Gender Pay Gap Strategies

As part of XMA's goal to reduce the gender pay gap, we are adopting a broad range of key strategies that seek to encourage more females into the IT industry and attract them to apply for and gain more senior roles.

Here at XMA we are working to understand the factors that are affecting women's progression within the industry and identifying the opportunities that are available to create real change.

Recruitment & Selection

We are currently recruiting a dedicated in-house Talent Acquisition Specialist who will drive standardisation and discipline around XMA's internal and external recruitment, selection and promotion processes, including job advertising that encourages diversity, structured interviews and skills-based assessments designed to remove any unconscious bias from our recruitment and selection processes.

The introduction of an Applicant Tracking System in 2020 will enable us to analyse diversity at every stage of the recruitment process, this should enable us to highlight any stages where there is a lack of gender diversity.

Woman's Sat Nav to Success programme

We have run a 'Woman's Sat Nav to Success Programme', introducing success strategies identified through research, providing a tool for Women to understand their career potential and accelerate their progression. It also provides an opportunity to discuss and open conversations about the critical economic values gender diversity delivers.

Attracting female talent into the Tech industry

XMA have recently launched a CSR board, who are committed to building on our long history of partnering with local schools and colleges, to promote STEM topics, help shape curriculums and promote careers in Technology to female students.

Declaration

We confirm the gender pay gap calculations reported are accurate.



Tony Taylor
Finance Director, XMA Ltd



Clare Murray
Head of HR, XMA Ltd

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