



# Gender Pay Report 2023



# Our Gender Pay Report

At Chess we are committed to creating a fair, ethical and diverse place to work. We have a diversity statement in our Blueprint so that it is documented for all to see:

*"To be fair, inclusive and treat others as they would wish to be treated, showing respect for differences in race, ethnic origin, religion, faith, marital status, disability, age, sex, sexual orientation, gender identity, social and educational background, creating a culture where all forms of diversity are valued."*

## UK companies with over 250 employees are required to report on their gender pay gap

It's a very important step forward because if companies are transparent about pay, and can find the root cause of any pay gap, they can build businesses that reflect society.

The Gender Pay Gap is the difference between the earnings of all men in our business, compared to the earnings of all women in our business, regardless of their role.

It's different to equal pay which means that men and women who do similar jobs are paid the same. It's a legal requirement to pay people equally and something that we review regularly at Chess.



# Introduction to the Figures

At Chess, we recognise there is a much higher proportion of males than females in the technology industry. As a business, we are committed to support and drive change so that everyone has an equal opportunity to access a career within technology.

As part of our commitment to Environment, Social and Governance (ESG), Chess has placed, Diversity, Equality and Inclusion at the heart of everything we do. Our focus is to create opportunities so that our people maximise their potential and progress in their career, regardless of gender. Embracing equity has been a big focus. Our home first approach, hybrid working options allows flexibility for work locations and hours and has removed many potential barriers to employment. We know this will help to create a more inclusive and diverse workforce.

We have more men in specialist technical roles (which attract higher salaries) than women. More of our women work part time and we have less women in Technology, IT and Development roles which again attract higher salaries. These factors make it more difficult to address the gender pay gap.

We hope that over time more women will develop the technology skills to work in the senior technical roles, this must come from education, training and a change in perception.

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## Overall Pay Gap

**Mean**  **23.0%**

The mean gender pay gap is the difference in the average hourly pay for women, compared to men.



**Median**  **17.9%**

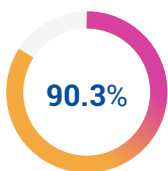
The median is the midpoint when you line up all men and women's pay in our business separately, from lowest to highest and compare the hourly rate of pay for the middle woman, compared to the middle man.

## Gender Profile by Pay Quartiles

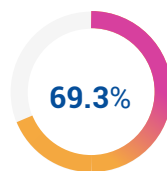
	Proportion of Male Colleagues	Proportion of Female Colleagues
In our Lower Pay Quartile	61.5%	38.5%
In our Lower Middle Pay Quartile	62.3%	37.7%
In our Upper Middle Pay Quartile	79.2%	20.8%
In our Upper Pay Quartile	79.2%	20.8%

We can see a high number of men in the upper quartile where salaries are higher. In 2021, there was an increase of 3.75% in females moving to the upper quartile and we continue to focus our attention on supporting females to move to the middle and upper quartiles. The lower quartile has an even split of men and women.

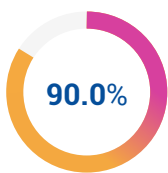
## Bonus Gap & Payments



**Male** percentage that were paid a bonus.



**Mean gender pay gap** for bonus as % of men's pay



**Female** percentage that were paid a bonus.



**Median gender pay gap** for bonus as % of men's pay

\* The median bonus awarded to males and females in the year was identical and therefore shows a 0% difference.

We can see a minimal difference in the percentage of men and women who received a bonus, but we can see a big gap with our mean data. Again, this boils down to having more men in senior and specialist roles earning higher salaries, which has lowered the average bonus for women compared to men. Bonus payments also include sales commission, and historically technical sales is an area where there are more men than women. However, Chess is working pro-actively to attract and recruit women in these areas.

## Our Gender Pay Gap

Chess has a mean pay gap of 23.0% and a median pay gap of 17.9%.

At Chess, we know we must continue to work hard to improve our pay gap. We know where our most significant areas of disparity are, and we're committed to making a difference. At Chess, a third of our workforce are women, and this is similar in our more senior roles in the middle quartiles, which we know attract higher salaries.

We know we must continue to balance the number of men and women in our more senior and specialist positions.

