

# TSG Ltd 2018 Gender Pay Gap Report

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The gender pay gap has been defined as the difference between the average hourly earnings of all male and female employees in the workforce. Gender pay reporting is distinct from equal pay, which is more specific and, rightly, aimed at ensuring that men and women are paid the same for carrying out work of equal value. We are confident that TSG employees with the same experience, capability and performance are paid equally for doing the same jobs. Additionally, we recruit and promote people based upon those criteria, irrespective of their gender.

Like all businesses, our gender pay gap is driven by the structure of our workforce. There are certain roles and departments within the company which tend to attract employees of one gender. The distribution of gender throughout TSG tends to mirror our industry sector as a whole – this year women make up just over **23%** of our reportable workforce.

It is pleasing to see that our mean gender pay gap and mean bonus pay gap have both reduced when compared to last year's figures.

At TSG we continue to be committed to fair recruitment and reward processes, the introduction of a performance related salary review process is testament to this. We continue to regularly review our policies, practices, training and development to ensure we are supporting all employees as best we can in both their personal and professional lives. Our new Flexible Working Day Policy, which is currently being trialled, aims to assist our employees in achieving a healthy work/life balance.

Ultimately - We do not and will not treat our employees differently because of their gender.

## **The data below shows:**

- Our mean and median gender pay gap (based on hourly rates of pay at a snapshot date of 5 April 2018) and bonus pay gap (based on bonuses paid over a 12-month period ending 5 April 2018).
- The proportion receiving bonus pay (based on bonuses paid over a 12-month period ending 5 April 2018).
- The gender distribution across 4 equally divided pay quartiles.

## **Gender Pay Gap**

Mean (average) Gender Pay Gap: 24.8%

Median (mid-range) Gender Pay Gap: 31.2%

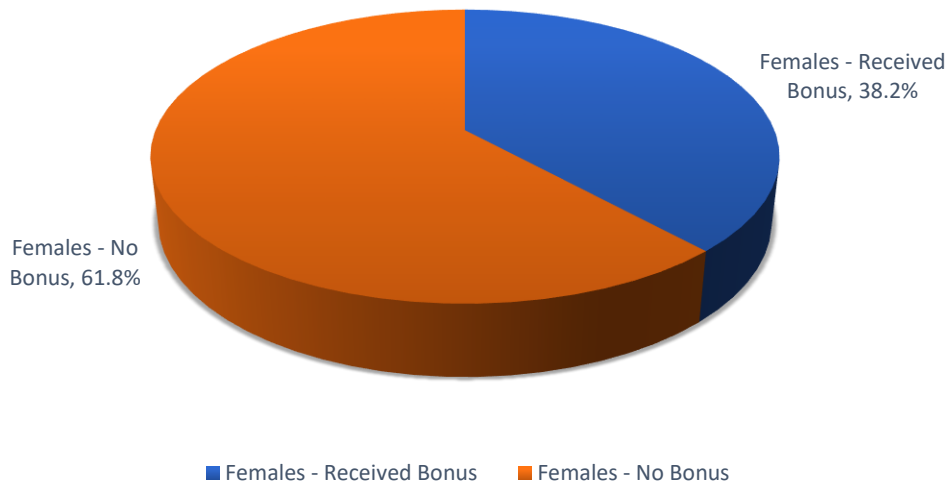
## **Bonus Pay Gap**

Mean (average) Bonus Pay Gap: 36.3%

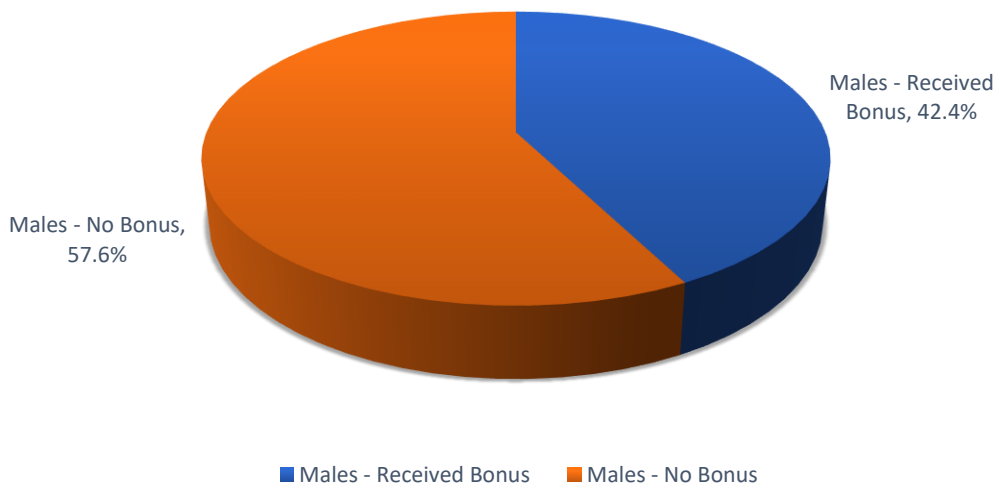
Median (mid-range) Bonus Pay Gap: 53.1%

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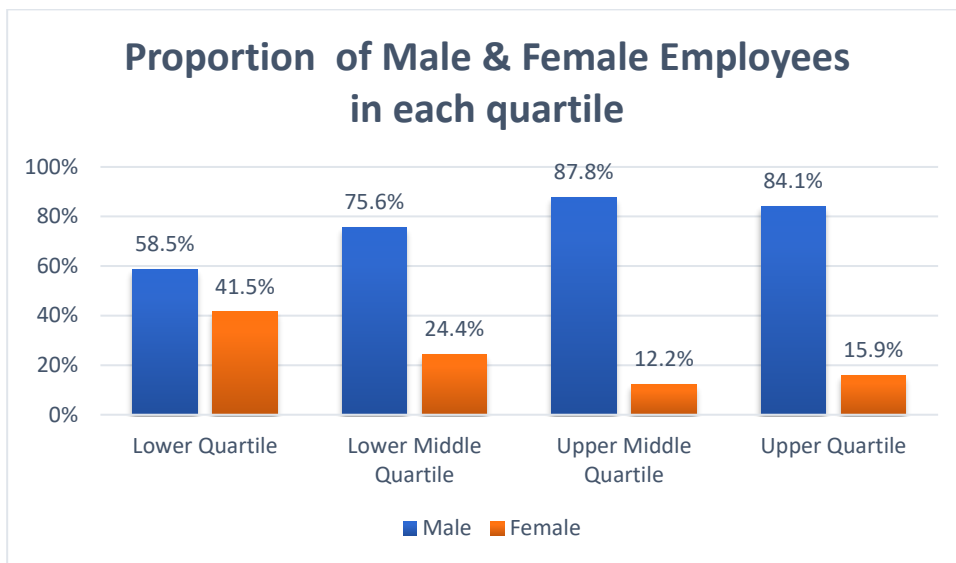
## Proportion of females who received a bonus payment



## Proportion of males who received a bonus payment



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I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**David Stonehouse**

**Chairman & CEO**

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Q11

Quorum Business Park

Newcastle upon Tyne

NE12 8BU

Tel: 0333 220 0777

[www.tsg.com](http://www.tsg.com)

