



SYNECTICS  
SOLUTIONS

**GENDER  
PAY REPORT  
2018**



## SYNECTICS SOLUTIONS GENDER PAY REPORT

Synectics Solutions was founded over 27 years ago on the ideals of working closely with employees and clients to exploit technology to enable better decisions to be made from the intelligent use of data.

We're very proud of our company culture and have worked hard over the years to create an environment in which all of our staff can truly flourish regardless of their gender. An environment where they are supported to grow as professionals as well as evolving and innovating the products and services that we provide to our customers.

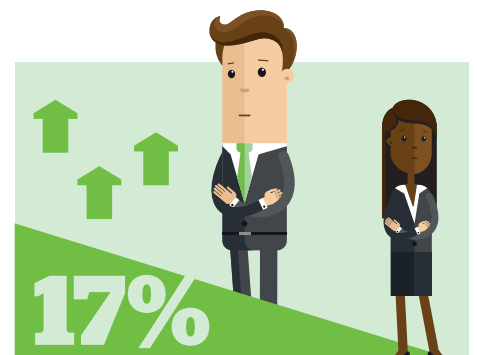
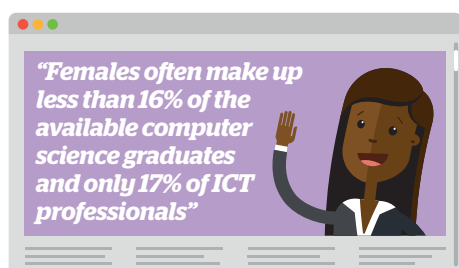
**This is the second Gender Pay Report for Synectics that has been produced in response to the UK Government's new requirement to analyse and report on any gaps in pay or reward between genders. Our report illustrates the position for Synectics Solutions as at March 2018 for our entire company.**

The results of our analysis show that there was a small gender pay gap within the company which was overall 17%. While no gap can be considered positive, in comparison with our industry sector, this compares favourably (as overall the 'technology' sector in the UK has a 25% gender pay gap) and hopefully reflects the efforts we have made to eradicate gender pay differences where possible.

The reason for the gender pay gap at Synectics was mainly due to some structural / historical issues in regard to the UK economy and recruitment market for the business sector in which we operate, namely:

- We are essentially a software and data management engineering company. With so few females entering this sphere of education the talent pool in which we can find the necessary skills has a natural male imbalance. In fact, females often make up less than 16% of the available computer science graduates and only 17% of ICT professionals.
- As a result of the above we have fewer women in more established / senior roles than men and so as a result this creates an imbalance in the teams across Synectics.

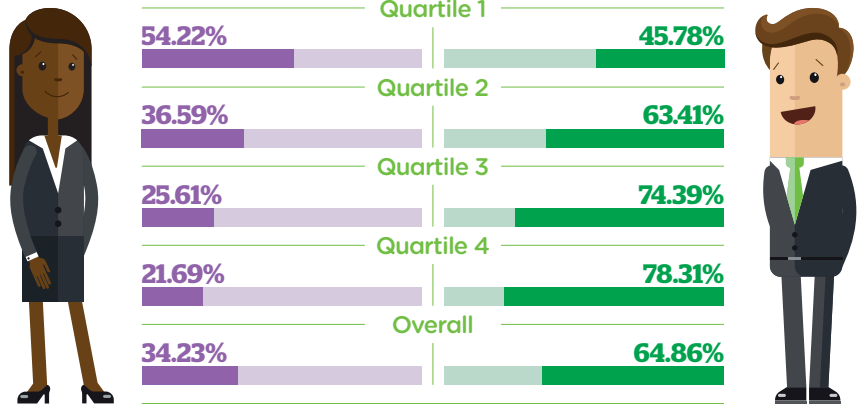
However it's important to note that we do currently employ a significant amount of women in software development and ICT roles where possible, and that these women are paid the same level as their male peers for the commensurate roles they perform.



## OUR GENDER PAY GAP

- Mean gender pay gap - Ordinary Pay ..... 17.42%
- Median gender pay gap - Ordinary Pay ..... 16.43%
- Mean gender pay gap - Bonus pay 12 months ending ..... 67.62%
- Median gender pay gap - Bonus pay 12 months ending ..... 16.67%
- Proportion of male and female employees paid a bonus in 12 months:  
Male - 9.87% / Female - 4.69%

6. Proportion of male and female employees in each quartile:



	Female		Male		Mean variance per Quartile	
	Total	No.	Percent.	No.	Percent.	
Quartile 1	83	45	54.22%	38	45.78%	11.05%
Quartile 2	82	30	36.59%	52	63.41%	1.47%
Quartile 3	82	21	25.61%	61	74.39%	3.6%
Quartile 4	83	18	21.69%	65	78.31%	-4.78%

## SYNECTICS LEADERSHIP TEAM

Synectics Board of Directors are highly aware of the importance of empowering women in the workplace and are actively involved in a number of initiatives with both the Chamber of Commerce and educational establishments such as City College in Burslem, Stoke on Trent and Staffordshire University, to encourage women to consider technology careers.

Synectics Board of Directors is 50% female with the Managing Director (Carol Shanahan), Service Delivery Director (Kate Beardmore), Legal & Compliance Director (Marian Humphreys), and Director (Rosie Shanahan) all providing leadership in their roles - all of whom are passionate about championing the need to encourage more women into senior positions within the company.



Carol Shanahan  
Managing Director



Kate Beardmore  
Service Delivery Director



Marian Humphreys  
Legal & Compliance Director



Rosie Shanahan  
Director

## INITIATIVES TO CONTINUE TO REDUCE OUR GENDER PAY GAP

- Our HR team actively monitor pay to ensure that there is no gender bias in terms of recruitment, pay review or promotion process.
- We have adopted a flexible working programme to allow employees, both male and female, to fit their working day around their other commitments such as child care arrangements.
- Encourage female staff to take part in initiatives, both within the company and externally, to share experiences and attend awareness generating programmes that help to identify where issues around gender inequality may be occurring.

## FURTHER WORK WHICH WE ARE COMMITTED TO REDUCE GENDER PAY BIAS

- Seeking out opportunities at careers fairs with female staff who occupy technical roles to demonstrate the opportunities available to female attendees.
- Focus on trying to attract more female applications for our various internships and work experience programmes.

## DECLARATION

**Rob Moorhouse, Finance Director.**

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (gender Pay Gap Information) Regulations 2018.

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