



SYNECTICS
SOLUTIONS

GENDER PAY REPORT 2022





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Founded in 1992, Synectics Solutions was founded on the ideals of working closely with employees and clients to exploit technology and 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 sixth Gender Pay Report for Synectics that has been produced in response to the UK Government's 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 2022 for our entire company.

The results of our analysis show that there was a small gender pay gap within the company of 17.43%.

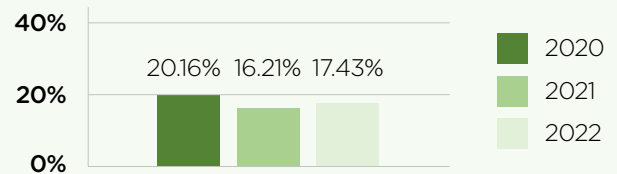
A MEDIAN AVERAGE

Involves listing all the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

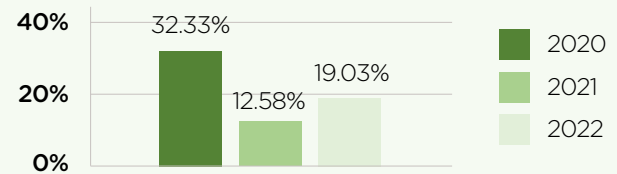
ORDINARY PAY

These charts illustrate the gender pay gap between men and women working at Synectics Solutions, providing a comparison from:

MEAN PAY GENDER GAP



MEDIAN PAY GENDER GAP



We know diverse and inclusive teams are more creative, make better decisions and overall have a higher level of performance. We are committed to creating a diverse workforce.

Natalie Simpson, Head of People

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a comparison of the average pay for men and women irrespective of their roles. This is different to equal pay for doing the same roles.

GENDER PAY GAP REPORTING IS PRODUCED VIA TWO DIFFERENT MEASURES

A MEAN AVERAGE

Involves adding up all the numbers and dividing the result by how many numbers were in the list.

The results of our analysis show that there is a small gender pay gap within the company which is overall 17.43%

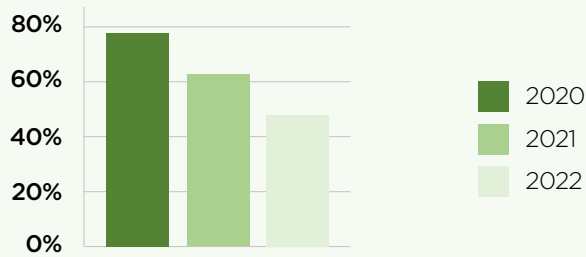
17.43%



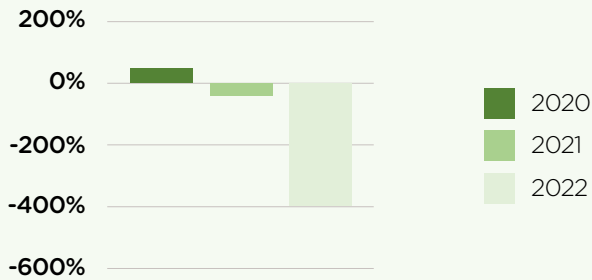
BONUS PAY

These charts illustrate the percentage of men and women working at Synectics Solutions receiving a bonus, including a comparison between 2021 and 2022.

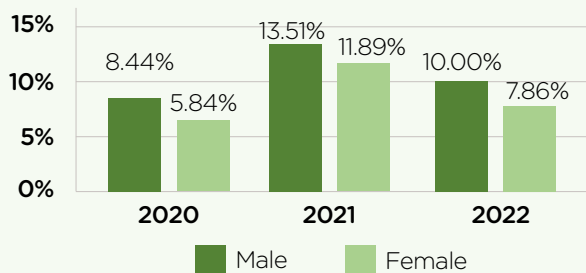
MEAN GPG - BONUS PAY



MEDIAN GPG - BONUS PAY



PROPORTION OF MALE AND FEMALE EMPLOYEES PAID A BONUS IN 12 MONTHS



ANALYSIS

According to government-funded growth network Tech Nation, nearly three million people, or 9% of the UK workforce, are employed in the UK tech industry. Just 26% of those in the tech workforce are women.

There is no quick fix to the representation issue. This is a challenge faced across the Tech sector. We recognise that this is a journey, one we are fully committed to and believe the actions we are taking now are, and will continue to have, an impact on improving the diversity of our workforce over time.

Synectics Solutions believe in paying staff members equally for the same or equivalent work, regardless of their gender or any other protected characteristic.

It is our belief that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within Synectics Solutions and the salaries that these roles attract.

As a relatively small company with multiple roles across the business, small changes in turnover can have a significant impact on our gender pay gap which accounts for the fluctuations seen over the past three years.

ACTIONS TO UNLOCK PROGRESSION AND INCLUSION FOR ALL STAFF MEMBERS RECRUITMENT

- Synectics Solutions continues with the practice of not requiring applicants to share existing salaries in our recruitment processes, with the intent to overcome any pre-existing bias from previous employment from carrying forward in a person's career path with Synectics.
- We are in the process of updating our careers page, which will include representation of both male and female colleagues in tech roles within Synectics and provide a short synopsis of their career path with us.
- Since the reopening post-Covid, we are starting to engage again with local schools and recruitment fairs, with the aim of inspiring our workforce of the future. Our Chief Financial Officer is a trustee of the Potteries Educational Trust; a role though which she is able to influence the strategic direction of the education in the city.
- We have implemented a development programme which offers a focus on leadership development, accessible to all staff

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 Chair (Carol Shanahan), Vice-Chair and Executive Director for People and Client Success (Kate Beardmore), Legal & Compliance Director (Marian Humphreys), and Finance Director (Rosie Jones) 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
Chair



Kate Beardmore
Vice-Chair and Executive Director for People and Client Success



Marian Humphreys
Legal & Compliance Director



Rosie Jones
Finance Director

DECLARATION

Rosie Jones, 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.

