



The Pebble Group

Gender pay gap report
(Snapshot date 5th April 2023)

Gender pay gap

Organisations with 250 or more employees based in the UK are mandated by the government to report annually on their UK gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures, as detailed in this report.

The intention of gender pay gap reporting is to focus organisational attention on taking action to reduce inequalities, bringing to life our commitments and focusing effort on improving staff experiences within our workplace, improving retention and making The Pebble Group a great place to work.

In this document we report on the performance of the UK portion of our business and voluntarily report the gender pay gap across our whole Group and each individual business. The Gender pay gap calculations are based on a snapshot date of 5th April 2023.

The measures that we report against:

- Mean and median gender pay gap (based upon an hourly rate of pay)
- Mean and median bonus gender pay gap
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each pay quartile band

<https://www.gov.uk/government/collections/gender-pay-gap-reporting>

Measurement

Gender pay is not to be confused with equal pay

Gender pay is the measure of the difference between the earnings of men and women across a business (irrespective of their roles or seniority), **calculated as hourly pay including any bonuses received**. It is not a measure of whether women are paid less than men for the same job (this is equal pay).

Gender pay is more of a reflection of the earnings of men vs women in an organisation. Gender pay can help to highlight differences such as the more senior/higher paid roles are predominantly filled by men, with the more junior/lower paid roles filled by women.

How is the gender pay gap calculated?

Median calculation

If we were to rank our men and women separately (in terms of hourly pay, inc. bonuses) from the lowest to the highest, the middle team member is the median.

The median pay gap is the difference between the male median and the female median hourly pay, expressed as a percentage.

Mean calculation

The mean (or the average) pay gap is the difference between the average hourly pay (inc. bonus) of men and the average hourly pay of women, expressed as a percentage.

Our Findings – Group summary

UK gender pay gap

We have seen the Brand Addition (UK) median pay gap widen compared to the previous year, but the gap remains below the UK median. As less bonus payments were made in the snapshot year, we saw a greater impact to the hourly pay figure for men (as there are less in the upper quartile bands) causing a larger reduction in the median value compared to women.

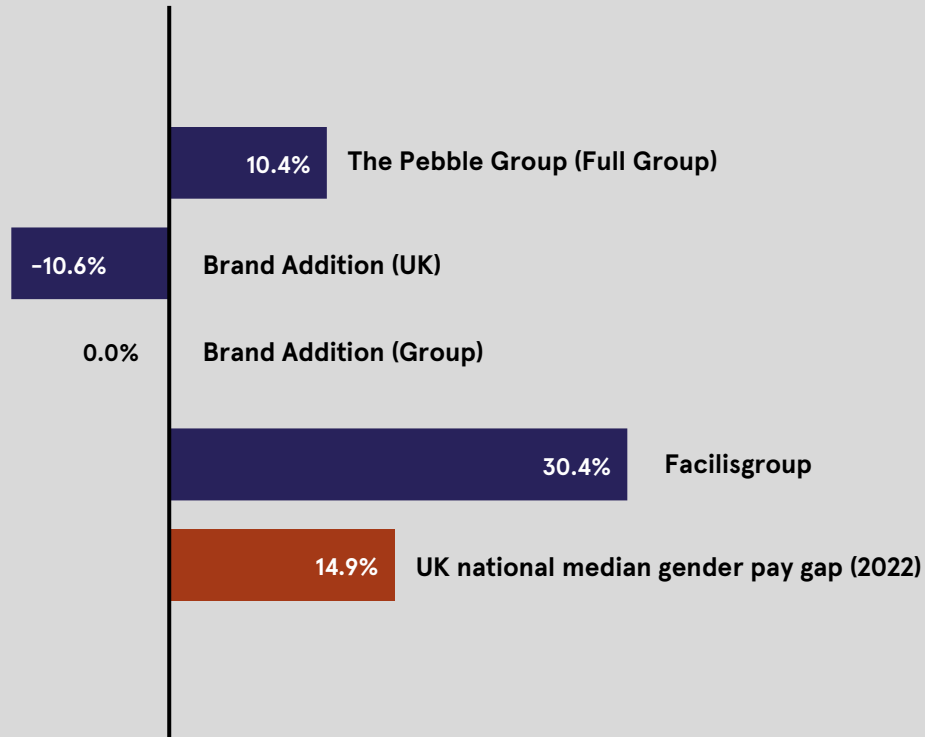
Group gender pay gap

We have also seen an increase in the Group median and mean gender pay gap, this has been due to an increase in the number of male employees recruited into the Facilisgroup business. As we continue to grow the Group there is a need to recruit more people into software-based roles and these tend to be male. This is not a problem specific to Facilisgroup as less women choose I.T as a career choice limiting the pool of available candidates.

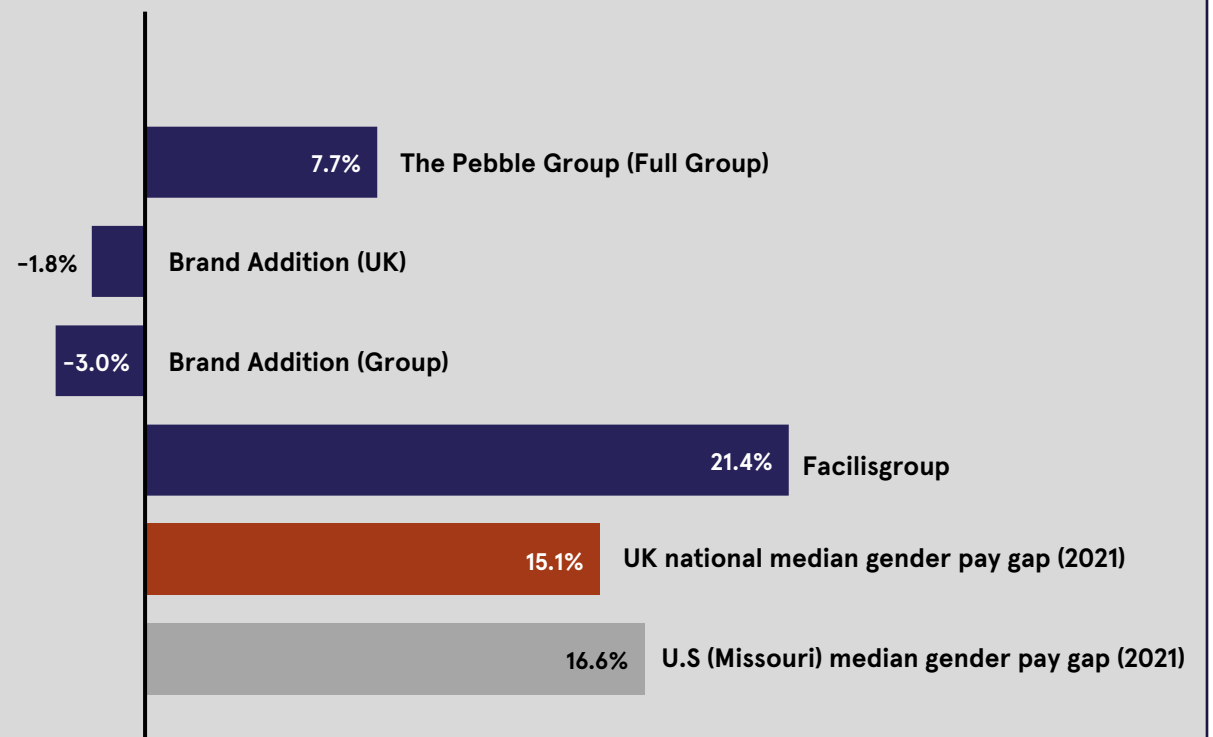
Although we have seen the gap increase the Group remains below the national median and continues to focus on taking steps to minimise any further increases where possible.

Median gender pay gap comparison

Median gender pay gap April 2023



Median gender pay gap April 2022



THE PEBBLE GROUP

Gender pay gap – high level summary

		April 2023		April 2022	
		Median	Mean	Median	Mean
Pay gap	TPG (Full Group)	10.4%	20.9%	7.7%*	16.2%*
	Brand Addition	0.0%	8.8%	-3.0%*	7.0%*
	Facilisgroup	30.4%	22.5%	21.4%	14.3%
Bonus pay gap	TPG (Full Group)	30.0%	37.7%	8.8%*	31.7%*
	Brand Addition	22.4%	17.1%	-7.9%*	19.0%*
	Facilisgroup	37.9%	31.8%	25.7%	21.8%
		Men	Women	Men	Women
Receiving a bonus	TPG (Full Group)	36.6%	38.6%	77.4%*	85.4%*
	Brand Addition	26.7%	33.2%	84.4%*	89.0%*
	Facilisgroup	65.5%	67.4%	55.8%	63.6%

UK (2022) Median gender pay gap 14.9% (Source – ONS)

U.S (Missouri 2021) Median gender pay gap 16.6% (Source – U.S Bureau of labour statistics)

The median gender pay gap is most widely used for comparisons as it indicates a ‘typical situation’ minimising distortion from very high or low hourly pay (inc. bonuses).

- The mean and median gender pay gap has increased for the full Group and Facilisgroup
- The full Group and Brand Addition still remain below the UK median figure
- Fluctuations are seen in the bonus pay gap due to a reduced number of bonus payments being made in 2023
- The Group gender pay gap continues to be influenced by the lack of women available to fill I.T technical positions for Facilisgroup

TPG (Full Group) – 571 Employees
 Brand Addition – 458 Employees
 Facilisgroup – 101 Employees
 The Pebble Group – 12 Employees

* 2022 figures restated to correct some employees being incorrectly categorised

Gender pay gap – full business comparison

Business	Gender pay gap		Bonus pay gap		Receiving a bonus (%)		No. employees		
	Median	Mean	Median	Mean	Men	Women	M	F	Total
Brand Addition (UK)	-10.6% (-1.8%)	4.6% (5.9%)	-1.1% (-9.6%)	-1.0% (24.8%)	12.6% (81.3%)	9.8% (87.3%)	37% (34%)	63% (66%)	258 (237)
Brand Addition (Group)	0.0% (-3.0%)	8.8% (7.0%)	22.4% (-7.9%)	17.1% (19.0%)	26.7% (84.4%)	33.2% (89.0%)	38% (35%)	62% (65%)	458 (419)
Facilisgroup (Group)	30.4% (21.4%)	22.4% (14.3%)	37.9% (25.7%)	31.8% (21.8%)	65.5% (55.8%)	67.4% (63.6%)	54% (49%)	46% (51%)	101 (87)
The Pebble Group	1.4% (-6.4%)	19.8% (16.1%)	-15.8% (-4.7%)	40.1% (37.0)	60.0% (60%)	71.4% (83.3%)	42% (45%)	58% (55%)	12 (11)
Full Group (BA+FG+TPG)	10.4% (7.7%)	20.9% (16.2%)	30.0% (8.8%)	37.7% (31.7%)	36.6% (77.4%)	38.6% (85.4%)	41% (38%)	59% (62%)	571 (517)
UK (ONS)	14.9% (15.1%)								
U.S (Missouri – Bureau of labour statistics)	16.6%								

Figures in brackets are April 2022 numbers

We see the largest mean and median gender pay gap at Facilisgroup; this is because:

- There is a lack of women in the I.T sector making it difficult to recruit women into I.T, software and coding roles. (which mainly fall into the upper and upper middle quartile bands).
 - This is not just a Facilisgroup problem but an industry-wide problem.
- The annual increase in headcount (due to the growth of the business), where we see more men recruited than women.
- By having a small headcount (<250) you are more susceptible to larger fluctuations in the gender pay gap when people leave or are recruited.

Gender pay gap – full business comparison (continued)

	Gender distribution by pay quartile										
	Lower			Lower mid			Upper mid			Upper	
Business	Men	Women		Men	Women		Men	Women		Men	Women
Brand Addition (UK)	43% (37%)	57% (63%)		34% (32%)	66% (68%)		28% (29%)	72% (71%)		42% (37%)	58% (63%)
Brand Addition (Group)	41% (42%)	59% (58%)		34% (31%)	66% (69%)		32% (30%)	68% (70%)		43% (37%)	57% (63%)
Facilisgroup (Group)	35% (27%)	65% (73%)		36% (41%)	64% (59%)		64% (64%)	36% (36%)		84% (67%)	16% (33%)
The Pebble Group	33% (33%)	67% (67%)		33% (67%)	67% (33%)		67% (33%)	33% (67%)		33% (50%)	67% (50%)
Full Group (BA+FG+TPG)	38% (40%)	62% (60%)		36% (31%)	64% (69%)		33% (27%)	67% (73%)		56% (53%)	44% (47%)

Figures in brackets are April 2022 numbers

- Gender distribution by pay quartile shows the proportion of men and women in each quartile pay band (when we divide our workforce into four equal parts), based upon hourly pay (salary and bonus).

Conclusions and tackling the gap

- The results of this year's gender pay gap have revealed that our UK gap has widened in favour of women and our Group gap has widened in favour of men, but both remain below the UK median figure.
- The UK median gap has grown as there was a reduction in the number of bonus payments made in the snapshot year which had a greater impact on the median hourly pay for men, thus affecting the median pay gap.
- The Group gender pay gap continues to be influenced by having less women in senior positions at Facilisgroup due to a shortage of females taking on software-based careers.
- Both Group businesses will strive to identify any additional actions that can be taken to help reduce the gap. Facilisgroup will continue its activity to promote female careers in I.T and Brand Addition will review the process for deciding how bonuses are paid to try to reduce fluctuations in the future.