

Gender Pay Gap Report 2023/2024

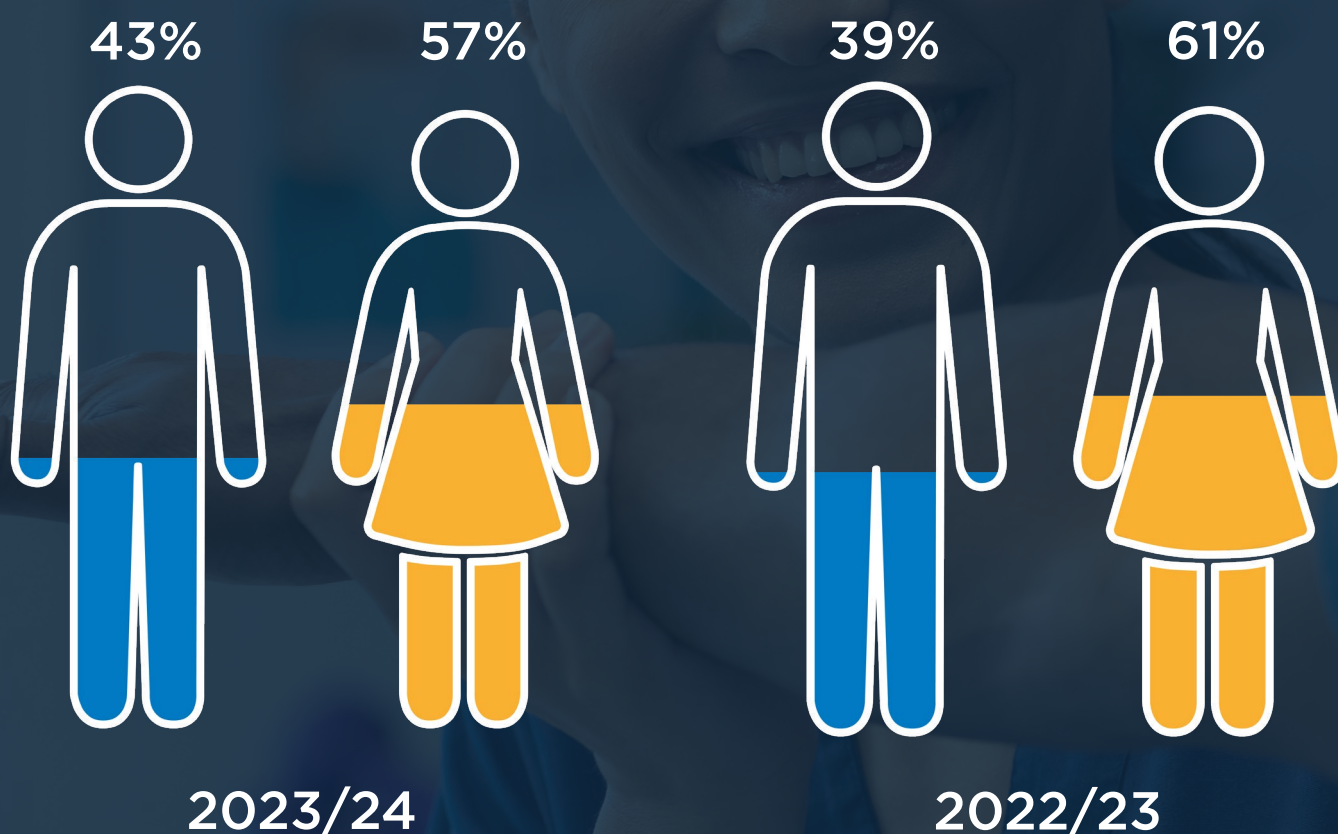


Gender Pay Gap Results 2023/2024

The following information is based on hourly rates of pay on the 5th April 2023 and bonuses paid across the year to the 5th April 2023.

Workforce Split:

In the last year, Connect increased the percentage of men employed to 43% from 39%, female colleagues reduced from 61% to 57%, which better balanced our workforce split.



Gender Pay Gap:

The gender pay gap, reduced year on year: for female colleagues by 3.14% from 17.93% to 14.79% and the median pay gap reduced by 3.10%, from 10.98% to 7.88%.

Differences between Male and Female	2023/2024 Results		2022/2023 Results	
	Mean	Median	Mean	Median
Female Hourly Rate of Pay	14.79% (lower)	7.88% (lower)	17.93% (lower)	10.98% (lower)
Female Bonuses	39.27% (lower)	60.00% (lower)	40.10% (lower)	32.10% (lower)

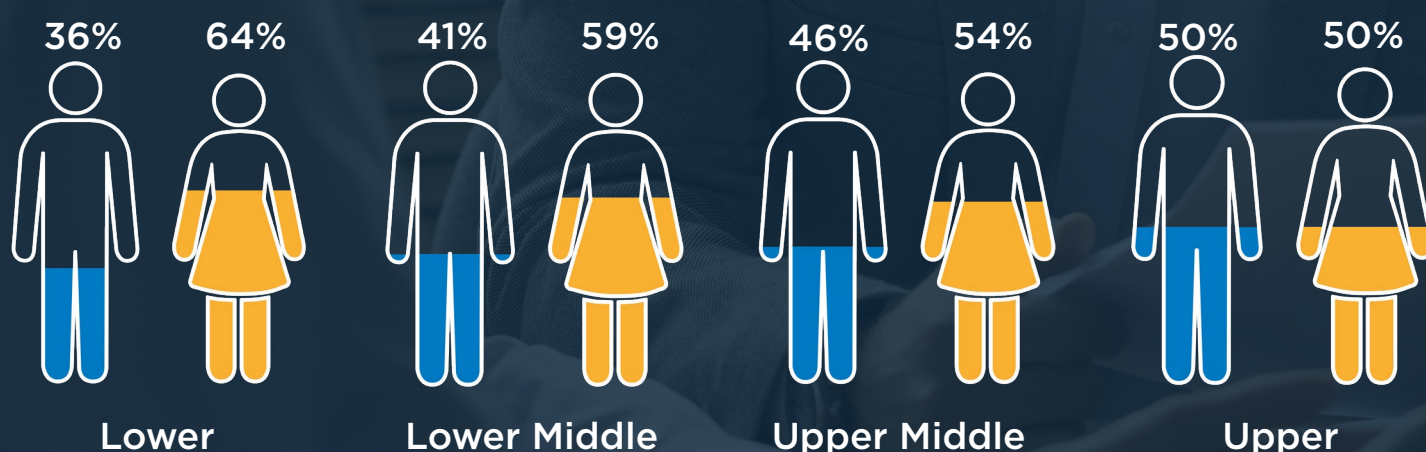
Across the pay quartiles we have made positive reductions in the gender pay gap, which is a direct result of our active recruitment campaigns and standardised job families and pay rates which have embedded in the last year.

Highlights include:

- In the lower quartile, the mean gender pay gap has reduced to 0.87% lower than men and the median is 0.00%, at median rates men and women are paid the same (improved from 2022/2023, mean 3.38% and median 4.70%).
- In the upper middle quartile, the mean gender pay gap is 0.14% lower than men and the median is 1.06% higher, at median rates women are paid more than men (improved from 2022/2023, mean 0.53% and median 1.26% lower).

Differences between Male and Female	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean Gap	0.87% (lower)	5.73% (lower)	0.14% (lower)	15.62% (lower)
Median Gap	0.00% (same)	3.22% (lower)	1.06% (higher)	9.26% (lower)

Men/Women Split by Pay Quartiles:



Bonuses:

7% of men received a bonus and 8% of women. Bonuses were paid for recruitment incentives. The mean pay gap for bonus was 39.3% (lower), similar to 2022/2023, 40.1% lower.

Summary and action plan:

We have made good progress year on year in reducing the pay gap as a result of a better balance of male and females and embedding our job families and pay bands, in particular in our lower pay quartile and upper middle pay quartile.

Going forward we will continue to actively monitor our job families and pay bands, career pathways, and promotion of diversity in our recruitment practices.

I confirm that the published information in relation to the gender pay gap is accurate.



Signed: Becky Robson

Becky Robson, Chief People Officer

