Gender Pay Gap Reports

2019
2018
2017
FOREWORD

Gattaca remains passionate that all staff are treated with dignity and respect. We promote fairness, equality, diversity and inclusion in the workplace.

Our employees are rewarded on the skills that they bring to the business and the value that they deliver.

We are passionate about creating an inclusive culture, valuing difference and supporting all employees to participate fully, unleashing their full potential.

We will continue to work on diversity initiatives to legitimately close our gap in the coming months and years.

This report sets out our figures for the past three years. On behalf of the Management Board, I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kevin Freeguard
Chief Executive Officer
Gattaca PLC
A NOTE ON GENDER PAY GAP

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an organisation.

It is different from an equal pay comparison, which would involve comparing two or more people carrying out the same, similar or equivalent work.

Since 1970 it has been illegal to pay men and women differently for ‘like’ work. Gattaca’s structured salary bands along with performance related pay rises ensure we comply with the relevant laws on equal pay and equality.

TERMINOLOGY

**MEAN** – this is the value you get from dividing the sum of several quantities by their number.

**MEDIAN** – this is the middle value within a range of values from lowest to highest.

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**2019 RESULTS**

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2019 PAYROLL FOR UK STAFF.*

OVERALL GENDER PAY GAP – BASED ON HOURLY RATE

![Mean: 36.8%, Median: 37.6%](image)

BONUS GENDER PAY GAP

![Mean: 68.7%, Median: 75.2%](image)

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

![Male: 83.3%, Female: 80.7%](image)

*These results are based on people employed by Gattaca Plc. The contractors we recruit on behalf of our clients are employed by a different legal entity; Matchtech Group (UK) Limited. The pay gap of our contractor workforce is therefore reported under that company name.
THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

LOWER QUARTILE

M: 42%  
F: 58%

LOWER MIDDLE QUARTILE

M: 40.7%  
F: 59.3%

UPPER MIDDLE QUARTILE

M: 57.6%  
F: 42.4%

UPPER QUARTILE

M: 82.1%  
F: 17.9%
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TERMINOLOGY

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**MEDIAN** – this is the middle value within a range of values from lowest to highest.

2018 RESULTS

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2018 PAYROLL FOR UK STAFF.*

OVERALL GENDER PAY GAP – BASED ON HOURLY RATE

- **MEAN** 39.9%
- **MEDIAN** 36.5%

BONUS GENDER PAY GAP

- **MEAN** 66.9%
- **MEDIAN** 66.9%

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

- **Male** 83.2%
- **Female** 75.5%

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THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

LOWER QUARTILE
M: 42.9%
F: 57.1%

LOWER MIDDLE QUARTILE
M: 46.3%
F: 53.7%

UPPER MIDDLE QUARTILE
M: 62%
F: 38%

UPPER QUARTILE
M: 83%
F: 17%
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TERMINOLOGY

**MEAN** – this is the value you get from dividing the sum of several quantities by their number.

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2017 RESULTS

THE DATA IN THIS REPORT IS BASED ON OUR APRIL 2017 PAYROLL FOR UK STAFF.*

OVERALL GENDER PAY GAP – BASED ON HOURLY RATE

[![MEAN 29%](image)](image)  [![MEDIAN 26%](image)](image)

PROPORTION OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS

[![29%](image)](image)  [![26%](image)](image)

BONUS GENDER PAY GAP

[![MEAN 55%](image)](image)  [![MEDIAN 45%](image)](image)

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KEY NOTES:

- Each of the above quartiles contains 140 employees.
- It groups various job roles across both the recruitment and Group Support sides of our business and demonstrates the much smaller gaps we have at these levels.
- The figures in the upper quartile show proportionately fewer females in the highest earning bracket, indicating less gender diversity at leadership level. You’ll see in ‘Picturing the future’ (page 9) that this is a priority area for us to address.
- As the data is focused solely on our employees in the UK, it doesn’t take into account our international employees. We are proud to have a number of women in senior leadership roles globally.

Increasing gender diversity at leadership level is a priority for us so we will aim to provide more leadership training for senior females in the business
1450 Parkway
Solent Business Park
Whiteley
Fareham
Hampshire
PO15 7AF

T: +44 (0)1489 89 8989
E: info@gattacaplc.com

Gattaca PLC
Registered in England and Wales under company number 04426322

Registered Address: 1450 Parkway, Solent Business Park, Fareham, Hampshire, PO15 7AF

www.gattacaplc.com