

Iglu.com Gender Pay Gap Report 2020

Preface

This year we once again publish our Gender Pay Gap figures in unprecedented circumstances. Our report this year will continue to follow the format of previous years, drawing out elements we believe help understand the numbers for this particular set of figures.

When considering the pool of relevant employees the group we were left with falls below the level that makes reporting mandatory, we have decided that regardless of that we will report as normal to allow us to continue the work we are doing towards better understanding gender pay within Iglu.com.

Introduction

This report focuses on gender pay within Iglu.com, between April 2019 and April 2020. It sets out the following data:

- Mean gender pay gap – The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median gender pay gap – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Mean bonus gap – The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- Median bonus gap – The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Bonus proportions – The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- Quartile pay bands – The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

We publish this data on an annual basis. This will allow us to track our progress and articulate the actions that we will take to reduce the gender pay gap in our organisation over time.

Gender Pay Gap

At the fourth snapshot date, Iglu.com's mean gender pay gap has made a huge step forward and is at 11.4% against 22% from the previous report. I'm also pleased to report that our median gender pay gap has reduced again from 15.9% to 13.8%.

In April 2020 Iglu.com had a small shift in the balance of employees, employing a 46:54 split of men and women vs. the 49:51 split we had seen in the two previous years. Once our numbers are investigated, the mean gap is driven largely by the males in Q3. Within the Upper quartile, where we have previously had a gap, it now represents level pay.

Gender Pay Gap by Quartile, April 2020

	Workforce by Pay Quartile		Mean pay gap per quartile	Median pay gap per quartile
Q1	M	56.1%	0%	3%
	F	43.9%		
Q2	M	56.1%	-2.1%	-3.4%
	F	43.9%		
Q3	M	31.7%	4.9%	6.2%
	F	68.3%		
Q4	M	36.6%	2.1%	0%
	F	63.4%		

Gender Pay Versus Equal Pay

We have thoroughly reviewed our results again this year, slicing the data using job roles and gender to assess whether our figures show an equal pay issue. We are confident that our gender pay gap is not a result of paying males and females differently for the same or equivalent work. It is driven by roles in the 3rd quartile being a mixture of commission paying and non commission paying roles.

Gender Bonus Gap

As mentioned in previous reports we had struggled to interpret our bonus gap effectively and have seen fluctuating levels over the years. Last year we rose to levels seen in year one and this year once again we have risen again. This is not because of a change in circumstance but our environment as we explain further below.

Our mean gender bonus pay gap effective April 2020 has increased by 15% from April 2019 and now sits at 27.3%. Our median gender bonus pay gap has also risen from 80% to 81.1%.

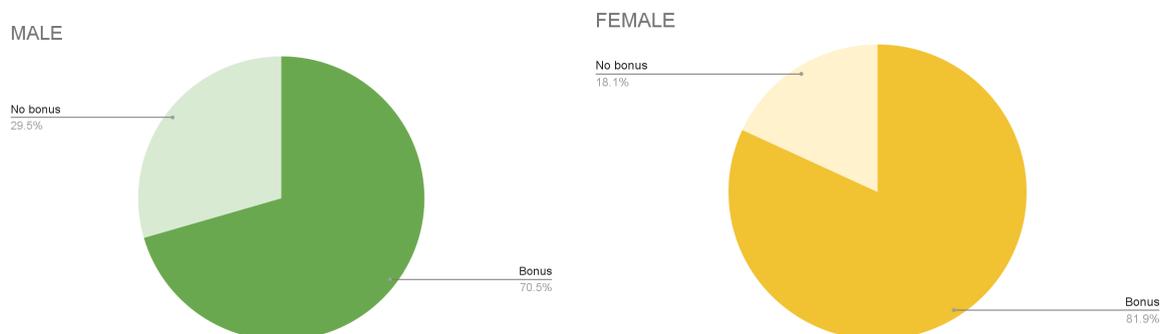
Why is that?

For this year we departed with our usual annual bonus scheme due to the Coronavirus pandemic meaning a lot of people who would normally have received a payout did not. Our bonus numbers normally comprise of both traditional bonus schemes and a commission scheme. In contrast, the commission scheme that runs on individual monthly performance, which can fluctuate significantly, did remain in place. The bonus numbers count all employees who have earned any money through commission or bonus payments in the 12 months finishing April 2020. With all incentives combined to report the figures, the reason for the gap is because of the high proportion of high performing males in commission based roles.

Bonus Proportions

70.5% of Males received a form of qualifying bonus payment in the period.

81.9% of Females received a form of qualifying bonus payment in the period.



Moving Forwards

The business has seen considerable change since April 2020, including a significant change to how we've structured the organisation. These changes will be better reflected in the figures reported next year. The uncertain year we had predicted was significantly worse than our worst case plans but our resilience and ability to change effectively will help us to continue to bounce back. With regards to our gender balance efforts, I'd like to comment on the following:

- We appreciate our approach to remuneration is still driving the gap we see in our bonus figures. We have now introduced a company wide bonus scheme to run concurrently with our commission scheme that should see a more level distribution of bonus pay
- The restructuring of the business will have significant effects on next year's reporting as will the return to higher amounts of relevant employees.

As we've said from the first time we reported, this is a complex journey, but one we believe to be valuable for us to take a closer look at the make-up of our organisation. A balanced, inclusive organisation will always be important to us, and it is pleasing to see we remain on a positive trend. The external factors surrounding the reporting for this year have made the results something we may consider in isolation in the coming years, with over half of the business discounted due to reduced pay whilst participating in the Coronavirus Job Retention Scheme along with other cost saving measures essential to the long term viability of our business

Signed,

Andrew Walker
Head of People & Culture

David Gooch
COO