



Community *Fibre*

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Gender Pay Gap Report 2022

Snapshot date - 5th April 2022

What is the Gender Pay Gap?

An Introduction

Since legislation was introduced in April 2017, employers with 250 or more employees are required to publish the results of their Gender Pay Gap Reporting each year.

Gender Pay Gap Reporting identifies the difference between the average (mean or median) pay of women and men. This is expressed as a percentage of men's pay. For example: A pay gap of 15% would mean that on average across the whole workforce, men earn 15% more than women per hour. Where a negative figure is reported, this would mean that on average across the whole workforce, women earn more than men per hour.

All information contained within this report is based on data taken at the required 'snapshot' date, 5th April 2022.

The key measures for Gender Pay Gap Reporting:

Mean Gender Pay Gap shows the difference between the average hourly pay of women and men.

Median Gender Pay Gap is the difference between the midpoints in the ranges of hourly earnings of women and men.

Mean Bonus Gap shows the difference between the average bonus paid to women and men.

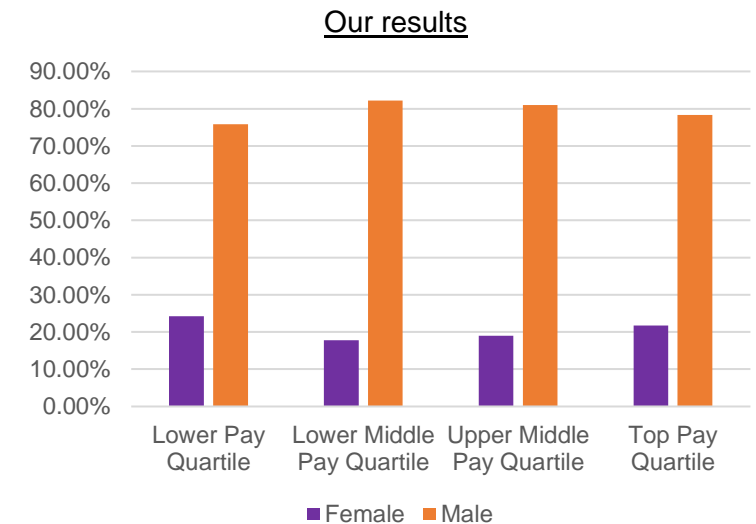
Median Bonus Gap shows the difference between the midpoints in the ranges of bonuses paid to women and men.

Our results:

Key Measures	5th April 2022
Mean Gender Pay Gap	3.7%
Median Gender Pay Gap	2.7%
Bonus Mean Gender Pay Gap	44.7%
Bonus Median Gender Pay Gap	1.2%

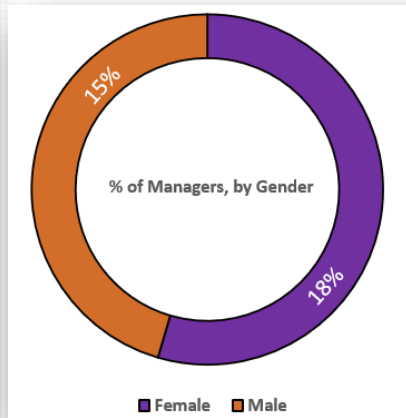
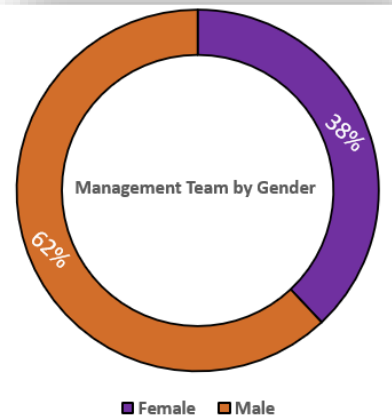
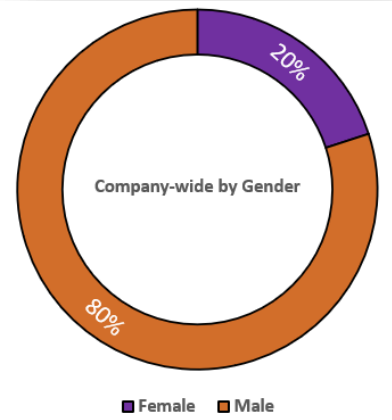
Pay quartiles

This identifies the employee population by order of fixed pay from lowest to highest. It is then divided up into four sub-populations known as upper quartile, upper middle quartile, lower middle quartile and lower quartile. This identifies the distribution of women and men across each quartile within the company.



Our results explained...

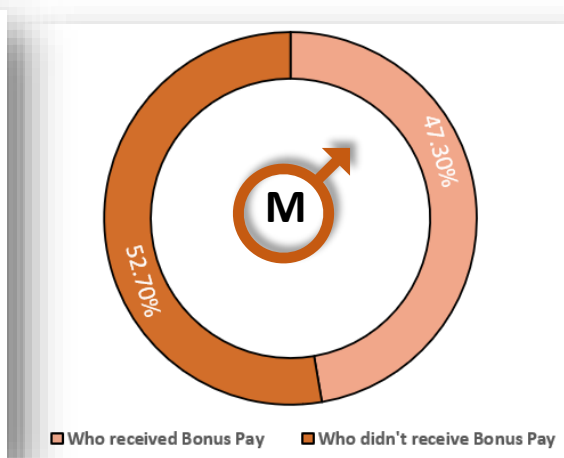
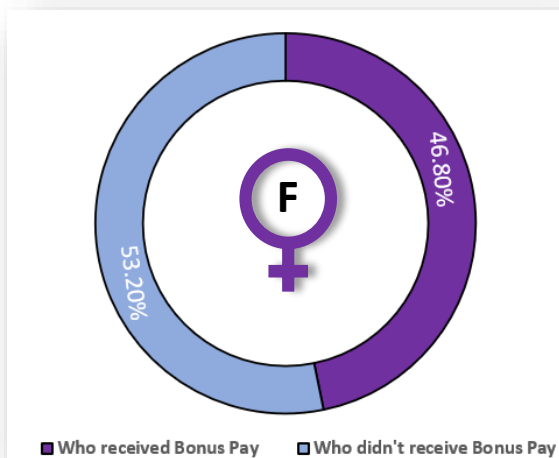
Our results:



The results show that we have positive Gender Pay Gap meaning, the average pay for women is lower than the average pay for men. This positive pay gap does not mean that male employees are paid more than their female colleagues for doing the same job. The positive Gender Pay Gap is a direct reflection of the current % of females (20%) to males (80%) across the organisation. It is worth drawing attention also, to the percentage females (21.7%) to males (78.3%) who sit in the Top Pay Quartile and percentage of females (19%) to males (81%) sitting in the Upper Middle Pay Quartile meaning, the quartiles of highest paid employees in the Company.

We are aware that our positive Gender Pay Gap is heavily impacted by the low numbers of female employees across the company. A matter that Community Fibre Limited are keen to continue to address and do what we can to minimise the gap, considering we are a Company within the Telecommunications sector, with a high base of Engineering and Field Sales workers, of which are typically male dominated job roles.

The below shows the % of women and men whom received/ didn't receive bonus pay:



We've made good progress in bridging the gap...

Progress:

Key Measures	05/04/2021	05/04/2022	
Mean Gender Pay Gap	13.90%	3.70%	-10.20%
Median Gender Pay Gap	18.40%	2.70%	-15.70%

This shows since 2021, the steps we've taken to bridge the gap have positively impacted the average hourly pay of men and women (*Mean*). It also shows that our steps have positively impacted the gap between the midpoints in the ranges of hourly earnings of both men and women (*Median*).

Management Team by Gender	2021 Split %	2022 Split %	
Female	25.00%	38.00%	13.00%
Male	75.00%	62.00%	-13.00%

This shows since 2021, the steps we've taken to bridge the gap between the % split of the management team, by gender have led to a 13% increase in woman in management across the company.

Our committed actions to support in continue to bridge the gap/ maintain our progress (not limited to):

- Continue to recruit a Direct Labour workforce across all areas of our business. Working hard to attract females into these roles where they are typically male dominated.
- Proactively drive the identification of high performing/ high potential talent from within the company, ensuring they have clearly developed progression plans to support their growth in the business.
- Continue to actively promote job vacancies and recruit from within, particularly where mid/senior level positions become vacant.
- Continue to ensure job roles are benchmarked to market rates, ensuring that all talent is compensated consistently, based on their experience and performance within those benchmarks.
- The continuous improvement and evolution of our Culture Community Forum, promoting equality, diversity and inclusion to create and drive initiatives and can achieve improvement in these important areas.
- Actively promote and celebrate our talent through social media and our careers page with a conscious emphasis on female talent, particularly within more technical/ engineering-based job roles.



The information contained within this report has been reviewed and approved by Aimee Haller, People Director



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