Gender Pay Gap Report

2023

Community Fibre

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.

The information contained within this report is based on data taken at the required 'snapshot' date, **5th April 2023**.

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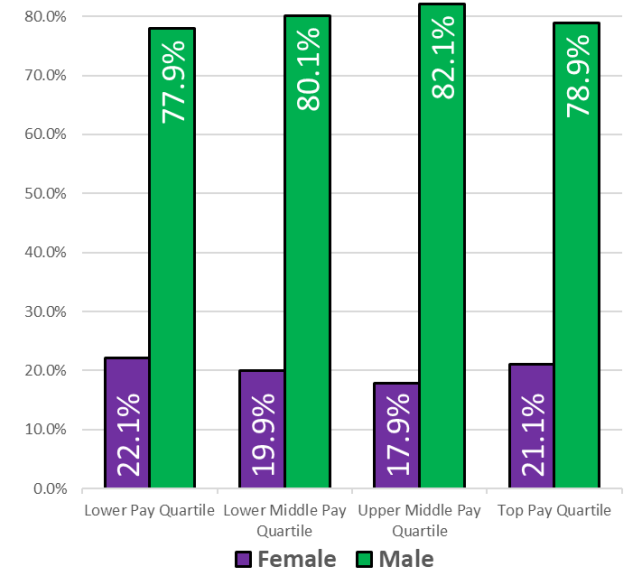
Median Bonus Gap shows the difference between the midpoints in the ranges of bonuses paid to women and men.
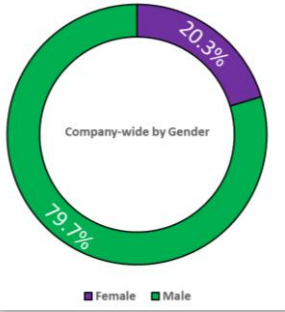
Our results:

Key Measures	5th April 2023
Mean Gender Pay Gap	1.50%
Median Gender Pay Gap	-3.20%
Bonus Mean Gender Pay Gap	30.90%
Bonus Median Gender Pay Gap	7.60%

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...

Company-wide by Gender
20.3% / 79.7%
Female / Male

Management Team by Gender
28.8% / 71.2%
Female / Male

% of Managers, by Gender
25.0% / 75.0%
Female / Male

When referring to our '**mean**' results, this shows that we have a slightly positive Gender Pay Gap meaning, the average hourly pay for women is 1.5 % lower than the average hourly pay for men.

When referring to our '**median**' results, this shows that we have a slightly negative Gender Pay Gap meaning, when referring to the midpoints of each of the gender pay quartiles, the hourly rate for women is 3.2% higher than the hourly rate for men.
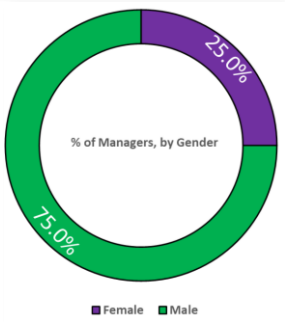
The results do not mean that male employees are paid more than their female colleagues for doing the same job, or vice versa. The positive '**mean**' Gender Pay Gap is a direct reflection of the current % of women (20.3%) to men (79.7%) across the organisation. It is worth drawing attention to the percentage of females (21.1%) to males (78.9%) who sit in the Top Pay Quartile and percentage of females (17.9%) to males (82.1%) sitting in the Upper Middle Pay Quartile meaning, the quartiles of highest paid employees in the Company.

Since our last report, we've managed to bridge the gap on our '**mean**' by 2.2% however, we are aware that our '**mean**' positive Gender Pay Gap continues to be impacted by the low numbers of female employees across the company. A matter that Community Fibre Limited remains committed to continuing to address and do what we can to minimise this 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 who received/ didn't receive bonus pay:

W
25.3% / 74.7%
Who received Bonus Pay / Who didn't receive Bonus Pay

M
35.9% / 64.1%
Who received Bonus Pay / Who didn't receive Bonus Pay
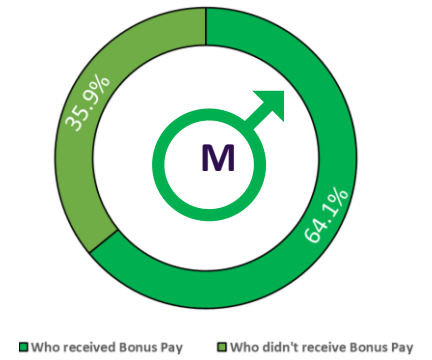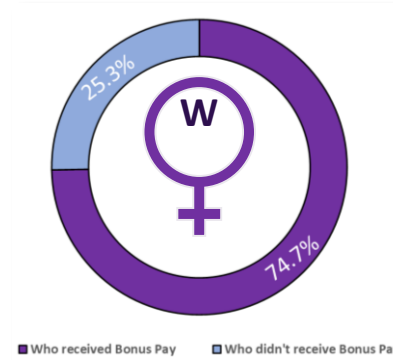
Eligibility criteria for Bonus Pay includes (but not limited to): Cannot hold a commission-based job role, must have started with the Company prior to October in a calendar year and must meet performance criteria.

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Our results explained...

Mean GPG: The table below shows the yearly comparison on results as a reflection of the steps we've taken to bridge the gap. **We've had a 2.2% reduction in the gap, achieving 1.5%.**

Median GPG: The table below shows that our steps taken have positively impacted the gap between the midpoints in the ranges of hourly earnings of both women and men. **We've had a 5.9% reduction, achieving -3.2%.**

The table below shows since 2021, the steps we've taken to bridge the gap between the % split of the management team, by gender.

2021-2022 lead to a 13% increase in women in management positions across the company.

2022-2023 saw an increase in Senior Engineering and Field Sales roles. Roles that are typically male dominated. This led to a decrease in split of women who held a managerial position by 9.2%.

Key Measures	5th April 2023	5th April 2022	
Mean Gender Pay Gap	1.50%	3.70%	**2.20%**
Median Gender Pay Gap	-3.20%	2.70%	**-5.90%**

Management Team by Gender	5th April 2023	5th April 2022	5th April 2021
Female	28.80%	38%	25%
Male	71.20%	62%	75%

Our committed actions to support in continuing 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 female talent into these roles where they may be 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.
- 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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