



KCOM

Gender pay gap report 2020

Our 2020 Gender Pay Gap Report

KCOM is an equal opportunities employer and our drive is to create and encourage an environment where individuals of all genders, ethnicities, orientations and backgrounds can flourish. We recognise that our current Gender Pay Gap leaves work to be done, but we are committed to closing it.

KCOM Pay and bonus

Difference between men and women

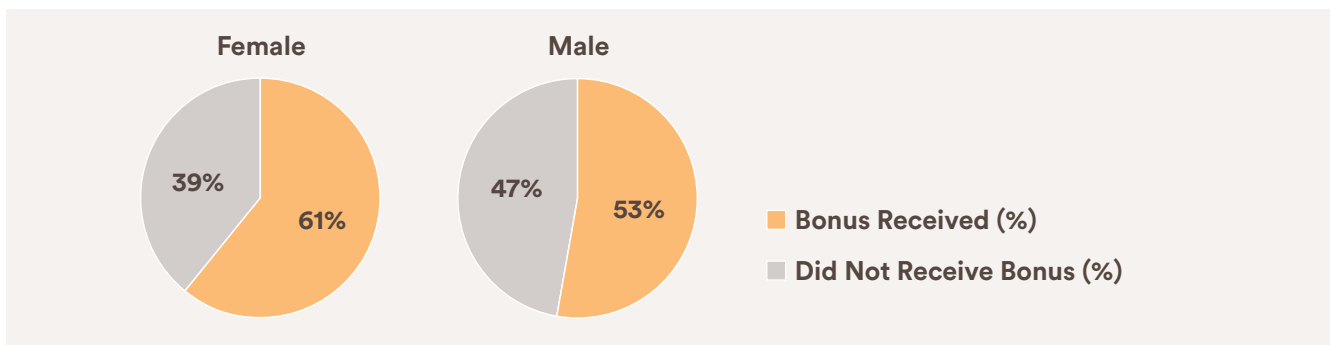
Apr 2020 Gender Pay Gap

	Mean	Median
Pay gap	29.3%	39.3%
Bonus gap	12.6%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at KCOM in the year up to 4 April 2020, i.e. for the 2019/20 performance year.

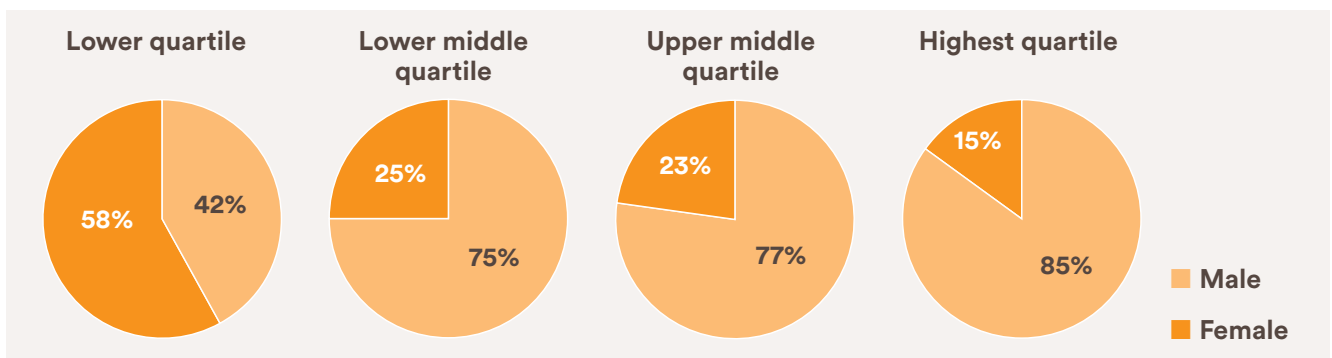
Proportion of employees receiving bonus

For the purposes of measurement, 'bonus' includes any annual bonus, Long Term Incentive Plan (LTIP) payments, commission and small, ad-hoc rewards. During the period, no annual bonuses were paid and no LTIP schemes vested.



Gender distribution by quartile

The image below illustrates the gender distribution at KCOM across four equally sized quartiles, each contains 327 colleagues.



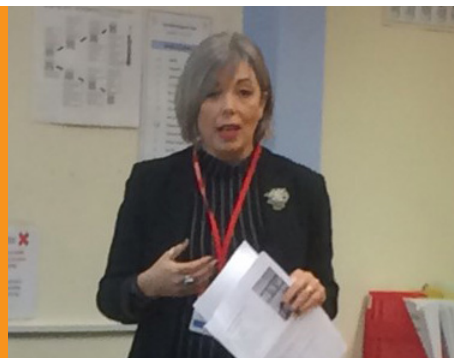
The figures: their meaning and our commitment

On a like-for-like basis, we have seen little movement in our gender pay figures. The figures highlight that there remains work to be done to bring greater balance to our organisation. We are committed to achieving this balance and have a series of initiatives in place to reach our goal.

Our initiatives for achieving this balance are based on our assessment that the current pay gap is principally driven by the ratio of male to female employees within certain specific functional areas of our business. These functional areas – which include traditionally male-dominated technical and engineering workstreams – are parts of our organisation where we are placing significant focus on encouraging more diverse participation.

Our Director of Digital Transformation, Lindsay Rodgers is passionate about encouraging more young girls and women to the IT, digital and tech sectors.

As well as being a Governor at Hull's Ron Dearing UTC is also a member of the Humber Digital Skills Partnership delivered by the Hull and East Yorkshire LEP.



She regularly volunteers her time to bust myths about IT geeks and promoting IT as a rewarding, prospective career for both boys and girls at local career events.

She said: "At a time when technology skills and especially digital skills are more in demand than ever it is essential that we all question why half of the population is still so underrepresented in the industry.

"We must look at all aspects of this; attracting women into the tech industry, ensuring the right skills are developed for tech roles and ensuring companies have a diverse and inclusive culture to retain employees within those roles.

"The skills, experience and perspectives that women bring to tech need to be recognised and valued and we need more great, visible role models to help bring careers in technology to life for women."

Lindsay is central to an internal project to create job advertisements for technical roles that significantly increase their appeal to a female audience.

Nurturing female talent

It is important that we provide the appropriate level of support for women across our business through the employee lifecycle. One area we have focused on this year is the level of support we provide during the maternity and adoption process. Our aim is to give every female employee the opportunity to progress their career alongside their changing family circumstances.

Overall, approximately 89% taking maternity or adoption leave return to work with us. In recent years we have undertaken research across this community to better understand the level of support we provide to women during this time.

This research has been designed to identify any areas for improvement before, during or after a period of maternity/adoption leave that could encourage more women to return to work.

Inspiring young women to engage in our industry

We continue to participate in a range of activities designed to encourage girls and young women to consider technology, engineering and business support as potential future career streams.

Since the onset of the global Covid-19 pandemic in 2019/2020, public events aimed at encouraging more girls and women to consider these sectors have inevitably been limited. However, as we return to a more normal way of life we will continue to participate and be actively involved in more such events as they arise.

We believe we have the potential to make the biggest, most lasting change to our business – and to our industry overall – if we are successful in breaking down barriers long before young women begin considering their future career options.

By interacting with the many schools across our region, we seek to inspire both girls and boys to consider engineering courses, technical education and meaningful careers in our sector at an early age.

Female engineers and IT technicians who are already making their mark at KCOM regularly attend events, such as Women in Manufacturing (WiME) conferences, aimed at attracting more women into technical roles across our business before the Covid-19 pandemic. They will continue to do so going forwards.

Promoting positive role models

Inspiring women are already a part of KCOM and its success.

We take every opportunity to promote positive female role models at KCOM – and to provide inspiration for women looking to get into tech careers.

In March 2020 we featured our newest Cisco qualified engineer Rachael Taylor across our website and social media channels.

Specialising in routing and switching, Rachael is part of what she calls the “engine room” of the business, making sure the internet is always performing perfectly for customers across Hull and East Yorkshire.

In 2020, four years after joining the company, Rachael celebrated becoming a fully qualified Cisco Certified Network Professional (CCNP) – KCOM’s first female engineer in Hull to do so.

“I’m delighted. It took five exams and a lot of studying but it’s a really big achievement for me and it feels like all the hard work’s paid off,” she said.

Liverpool-born Rachael followed a varied career path before joining KCOM. As well as working her way up from stacking shelves to organising supply chains for a major supermarket chain, she also spent time as a call centre operative in Hull, eventually becoming a quality control supervisor.

But it is at KCOM that she believes she’s discovered her true vocation.

“I knew nothing about Cisco when I started here but I’ve been helped all along the way. My boss saw the potential in me and I was given a massive opportunity to learn new skills within the company. I’ve definitely grown as a person.

“They could have got someone else who already had the qualifications to do what I do. But they had faith in me and helped me grow within the business – and I think that’s great. That’s benefitted me and the company.”

As the only female infrastructure engineer in her department, Rachael says she doesn’t want to be seen as the poster girl for women in technology – just as a good engineer who gets her hands dirty installing new servers, fitting racks and running cables like the rest of the team.

“I think I’ve earned the respect for being good at my job the same as everyone else in my team – and I get treated the same as everyone else,” she says.

“I don’t really want to be seen as “the woman in the department”- just recognised for being a good engineer. Getting the CCNP accreditation is a great achievement whether you’re a man or a woman.

“But if I can help any young girls see that jobs like mine are available then I’m happy if I can inspire them to go for it - because there are good companies and great careers out there for them.”



Backing our commitment with action

The figures for the year ending April 2020 demonstrate that there is much work to be done to tackle the gender pay gap within our business.

While I recognise that underlying and historical trends within our industry have contributed to issues of gender diversity, I believe there is much more we can do as a business to redress the balance in our own employee base. Many initiatives have already been put in place, but further focus is required to make a fundamental and far-reaching change. Ownership of this change starts at the highest level of our business and flows through every aspect of our organisation.

During the next year, we will work closely with both internal and external stakeholders to help accelerate our response to these challenges. I am personally committed to identifying any opportunities, and barriers to achieving a 50/50 gender balance and to work to remove them.

Dale Raneberg
Chief Executive Officer
October 2021