

# Sharp Business Systems UK: Gender Pay Gap Reporting

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## Introduction

We are in the fourth year of reporting our gender pay gap and welcome the opportunity to be transparent about how we pay and treat our employees. All companies with a total workforce of over 250 people are required by law to calculate and disclose their gender pay gap. This means showing the difference between the average earnings of men and women throughout our organisation and across all roles. This does not involve us publishing individual employee's data.

The information below provides a snapshot of Sharp employees' pay on 5th April 2020.

## Gender Pay – our 2019 reported figures

	SHARP 2019/20	SHARP 2018/19	SHARP 2017/18	SHARP 2016/17
Mean Pay Gap	20%	26%	25%	29%
Median Pay Gap	19%	26%	19%	27%

## What is the proportion of men and women in each quarter of our payroll?

On 5th April 2020 the Sharp Business Systems (SBS) UK total workforce was 585 people of which **76% were men** and **24% were women**.

	Men	Women
Upper quartile	86%	14%
Upper middle quartile	85%	15%
Lower middle quartile	81%	19%
Lower Quartile	53%	47%

## Bonus information

- The proportion of men receiving a bonus including commission is 52% (compared to 41% last year).
- The proportion of women receiving a bonus including commission is 44% (compared to 34% last year).
- The mean bonus pay difference between men and women is 74% lower for women (compared with 43% last year).
- The median bonus pay difference between men and women is 73% lower for women (compared with 74% last year).

Bonus includes commission and performance-based bonuses

## Understanding the Gap

We have been working hard to reduce the gender pay gap at Sharp Business Systems UK (SBS), making significant progress with our 'POWER' strategy launched in 2017, which we have outlined below. We are proud of the progress we have made so far to openly challenge our gender pay gap and the reasons behind it. We recognise that we still have more work to do and remain confident that our strategy will deliver long term results in the closing of the gap.

We have improved our retention rate for our female population during this reporting period by 15% from 33% of leavers in 2018/19 to 18% in 2019/20.

Despite our strong drive to attract female applicants to new vacancies, we continued to attract mainly men for engineering, sales and senior administration roles, and this remains a wider challenge for our industry which traditionally attracts more men than women.

We have been successful in attracting and selecting females into the roles of UK Sales Manager, Supply Chain Customer Service Manager and Account Manager.

We continue to have a number of highly performing saleswomen, however as they make up less than 5% of our sales team, it is the male employees who earn most of the commission that we pay out as an organisation. Additionally, we have also incorporated into this period of reporting, employees from an acquisition whom we inherited a population of high male to female salesperson ratio and a commission structure already established.

## Our strategy and 2019/20 progress

We continue to work on our strategy that aims to improve our gender pay gap, and to make SBS UK a place where more women want to work and progress their career.

After extensive analysis in 2017 we developed a strategy that tackles what we consider to be the main areas where we can improve our gender balance – we call this our 'POWER' strategy and it has five workstreams. Below is an update on our progress in each of the workstreams:

**Pay Gap - At Sharp Business Systems UK we aim to reduce our pay gap by at least 5% year on year.** Overall from the start of reporting in 2017, our gender pay gap has reduced by 9%

(from 29% to 20%) meaning that we are on track over the long term to hit our goal. Our gender pay gap improved by 6% from 2018/19 to 2019/20. Our mean bonus pay gap decreased by 21% in the

reporting period but recognise that this was offset by an improving of the median bonus pay gap by 1%. We have more women receiving a bonus or commission in 2019/20 – an increase of 10% on 2018/19.

**Our women - All our female employees will be recognised and offered leadership training, with a career plan to enable them to be their best.**

#### *Springboard*

In 2019 we launched our first Sharp Springboard Women-only Development programme. The awardwinning Springboard programme is designed for women from all backgrounds, ages and stages of their lives, and allows women to enhance their own skills and abilities, challenge barriers while building confidence, assertiveness and a positive self-image.

Having invested in running this programme in house, with 18 of our female employees attending the four day workshops and completing in depth workbooks over a six month period in 2018/19, we were due to launch our second in house Springboard programme in spring 2020, however due to the impact of the pandemic we had to place this on pause.

#### *High Potential Programme*

We launched our 2nd High Potential Programme (HIPO) programme in 2019 with 27% of delegates female, with one taking on a larger role within the organisation after completing the programme.

#### *Rising Stars*

We increased the number of females participating in our Rising Stars programme for aspirational junior employees in 2019/20 and now 42% of the employees participating in the programme are female. Of those, seven have achieved distinction on the programme.

**Working environment - We will offer flexible working and strive to provide a family friendly benefits package to enable women and men to balance their career and home life.**

We have continued to promote flexible working across departments and have continued our roll out of workshops for managers throughout the business to raise awareness of this plus the other familyfriendly policies available. We have seen an increase in flexible working requests because of this initiative and our managers are now confident in talking about flexible working and promote this within their teams.

**Entry - grass roots - We will target females when hiring apprentices and trainees to combat the low proportion of women within Sharp Business Systems UK.**

Our female apprentices continue to excel in their roles and provide a strong base for succession plans in key areas of the business including finance and furniture.

We continue to work hard to attract female apprentices into engineering roles, which make up over half of our work force, and this continues to be an area of focus with us working.

**Recruitment - We will partner with organisations promoting women in industry and strive to shortlist at least one woman (meeting the role criteria) every time we hire.**

We continue to run all adverts through gender coding to ensure that the language used doesn't unfairly discourage men or women. Our enhanced maternity pay scheme has been a great asset in attracting female applicants to the business, as have our management development programmes and our partnership with Springboard.

I confirm the information published above is accurate.



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