



SHARP BUSINESS SYSTEMS UK: GENDER PAY GAP REPORTING

April 2023

Introduction

We are in the sixth 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 2022.

Gender Pay – our 2022 reported figures

	SHARP 2021/22	SHARP 2020/21	SHARP 2019/20	SHARP 2018/19	SHARP 2017/18
Mean Pay Gap	19%	18%	20%	26%	25%
Median Pay Gap	24%	20%	19%	26%	19%

What is the proportion of men and women?

On 5th April 2022 the Sharp Business Systems (SBS) UK total workforce was 479 people of which **75% were men** and **25% were women**.

	Men	Women
Upper quartile	85.8%	14.2%
Upper middle quartile	85.1%	14.9%
Lower middle quartile	83.5%	16.5%
Lower quartile	47.9%	52.1%

Bonus information

At Sharp Business Systems UK Plc, bonuses include commission from sales and performance-based bonuses. In looking at the proportion of who receives a bonus, 37% of our male population received a bonus in the reporting period, and 25% of our female population did.

- The mean bonus pay difference between men and women is 72% lower for women (compared with 71% last year).
- The median bonus pay difference between men and women is 87% lower for women (this figure has not changed since last year).

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.

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 Billing Administrator, Business Development Executive, Commercial Designer, Customer Service Advisor, E-Commerce and System Administrator, Internal Communication Executive, Senior Marketing Executive, Sales Support and Ordering Processing during the reporting period.

We continue to have several high 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. Over the years, we have inherited a high male to female salesperson ratio with pre-determined commission structures due to business acquisitions.

Our strategy and 2021/22 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 10% (from 29% to 19%) meaning that we are on track over the long term to hit our goal. Our gender pay gap increased by 1% from 18% in 2020/21 to 19% in 2021/22.

We recognise that our mean and median bonus difference between men and women is lower for women, and we are committed to reducing the gap. In 2022, we commenced a full pay and reward review and have developed a pay structure and reward strategy to support in closing the gap.

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 award-winning 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.

We are committing to reconvening the second springboard programme face to face in 2022.

Rising Stars

In the reporting year 2021/22, we saw four females complete our Rising Stars programme. The Rising Stars programme provides participants with the opportunity to develop their skills and knowledge, whilst working towards achieving a Team Leader/Supervisor Level 3 Apprenticeship, which includes the Level 3 Diploma in the Principles of Management and Leadership through the Chartered Management Institute (CMI). Of the females that graduated during this period, 50% achieved a Distinction grade, 25% achieved a Merit grade and 25% achieved a Pass grade.

We've successfully been able to promote one female who was part of this programme into an interim SOP Manager and Analyst role.

We are committing to reviewing the skill sets gained on the programme by carrying out further development for everyone who attended the programme and embed their learning within our workforce.

Managers Essentials

We have developed and are implementing a Managers Essential Programme to give our people managers the right process, tools, and training so they are able to inspire and manage their teams effectively. We have successfully trained 23 female managers on the following modules recruitment, welcome, short- and long-term sickness and writing job descriptions.

We are currently in the process of developing further modules on Disciplinary, Grievance and Performance one to ones.

EVG

Across SBS, we have established the Employee Voice Group which consist of five sub-groups, Culture & Communication, Continuous Improvement, Wellbeing & Listening, Corporate Social Responsibility and Fun & Social. The Employee Voice Group were created in response to the Employee Engagement surveys held in 2021 across the business. The five sub-groups are made up of representatives who are the voice of our team members. They voice any problems, concerns, feedback and more as they work together to improve our five areas.

We have a collective of 54 representatives business wide in our core five Employee Voice sub-groups. 22 are female and 32 are male, including the four female EVG Leads and one male EVG Lead, demonstrating that SBS have strong empowering female leaders.

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

We implemented a hybrid and agile flexible working policy to promote more flexible working as we returned to the workplace post pandemic. We are currently trialling these arrangements and will review these at the end of July 2022.

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

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 alongside local schools to inform and attract female applicants into an engineering career.

We are in partnership with South Essex College and working closely with the college, mentoring students, and promoting our industry to female's student.

In 2022, we anticipate developing a cohort of apprentices and also plan on develop a sales academy to encourage female in sales roles.

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.

I confirm the information published above is accurate.



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