

Gender Pay Gap Report 2020

KN Network Services UK

SUMMARY

The 2020 Gender Pay Gap report highlights the details of our gender pay gap. We understand the reasons why we have a gender pay gap at Circet UK which is mainly as a result of low female representation in managerial and senior leadership positions within our organisation. We also have a lower male representation in our administration positions, which equates to their being a higher female presence in lower paid positions.

Our bonus pay gap illustrates that in the year of 2020, female employees achieved more bonus targets and thus bonus payments compared to the male employees. This is possibly as a result of the targets for the bonus schemes being set higher for managerial and senior positions, when compared to administrative roles.

We are committed to enforcing an action plan to eliminate the gender pay gap. We want to see higher female representation within our Leadership positions.

Eamonn O’Kennedy – CFO

Our Gender Pay Analysis

% of men and women in each pay quartile		
Pay Quartile	Female	Male
Upper Hourly Pay Qtr	14.8%	85.2%
Upper Middle Hourly Pay Quarter	5.5%	94.5%
Lower Middle Hourly Pay Quarter	16.7%	83.3%
Lower Hourly Pay Quarter	55.0%	45.0%
Mean gender pay gap using hourly pay		
31.2%		
Median gender pay gap using hourly pay		
30.7%		
% of men and women that received a bonus		
	Female	Male
	47.0%	30.2%
Mean gender pay gap using bonus pay		
60.5%		
Median gender pay gap using bonus pay		
33.5%		

Our analysis of the gender pay gap demonstrates that as outlined in the introduction we have a low level of female representation in Senior Leadership positions, with only 14.8% of our UK female employees holding a place in the upper pay quartile. We account this as being because the industry in which we operate has been historically a male dominated industry, something which we want to change and bring a greater balance to.

The mean gender pay gap using hourly pay is just over 31%, when we analyse the data females in the upper middle pay quartile have a higher average hourly pay rate than males in the same quartile. In the lower pay quartile males and females have the same average hourly pay. Our focus is to lessen the 31.19% gender pay gap by encouraging more females to obtain positions in the upper, upper middle and lower middle pay quartiles.

In 2020 our analysis shows us that 47% of our female population achieved a bonus payment when compared to only 30.2% of males. Bonus pay for males is higher than females and we account this due to the fact that we have more males in senior leadership positions. These leadership positions have higher KPI bonus targets, not all of which were achieved, with a greater remuneration for achieving when compared to our administrative KPI bonus scheme which is predominately occupied by females.

Our commitment to reducing the Gender Pay Gap

Through our Mentoring Programme we aim to ensure that the Group has the right kind and number of diverse leaders to achieve our mission and visionary success. The major function of the Mentoring Program is to promote the mentee's development and to enable a pathway for their career progression in the Company. We will ensure that gender balanced shortlists apply for applications for the Mentoring Programme.

Part time and flexible working arrangements are available to all employees. Approval for these arrangements is subject to business requirements. We hope to utilise the technological tools available to us to make these arrangements available to more employees.

All vacancies are advertised internally to ensure that there is a greater diverse pool of candidates for positions. We will monitor and ensure that there is gender-based shortlists for positions and that all persons that meet the criteria for a role are offered interview. Where an individual does not meet the criteria for a position by degree or required qualification, we will encourage them to make an application for financial support in obtaining the required qualification through our Further Education Policy.

We are committed to participating in industry initiatives aimed at attracting and retaining more females in the workplace. We will undertake an exercise to see what initiatives are available for us as a company to participate in.

We will ensure that all promotion opportunities available are advertised and that all persons have the same equal opportunity to apply.



HR Department



00353 01 457 000



GroupHR@kncircet.ie

