

GENDER PAY GAP REPORT

2023

CLAIMS
CONSORTIUM
Awards 2017



Gender Pay Gap Report for the snapshot date of 05 April 2023

Executive Summary

Claims Consortium Group is a company built on a strong foundation of values and at the heart of our business are our company values “What Really Matters”. We use these values to put Claims Consortium Group at the forefront of society. Claims Consortium Group is comprised of six companies. Whilst we are not obliged to report on any of these companies – due to none of our companies having in excess of 250 employees per entity - we have chosen to report the figures for the total Group in order to be 100% transparent.

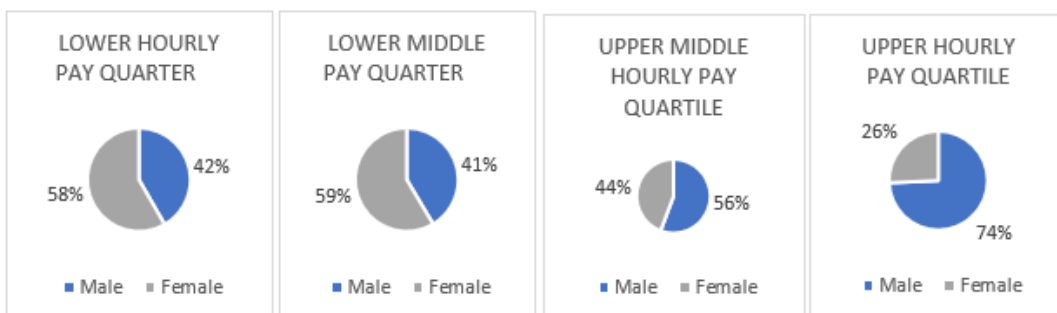
We have been recognised as a company who have won awards for our Diversity & Inclusion policies. In 2017 and 2018 we were listed on the Sunday Times Top 100 companies to work for and have been named in the top 100 large companies to work for in Q1 and Q2 of 2022 by Best Companies.

We are committed to ensure that we remove any perceived social barrier for every individual who works for us by ensuring our recruitment methods are transparent and diverse and internal opportunities are afforded to all through flexible working and ensuring all internal opportunities are offered to everyone.

The median gender pay gap, which is the difference between the average amount that men and women are paid, at Property Consortium is 16.6%.



Pay Quartiles



We have an overall ratio of male/female staff of 53:47 respectively (which mirrors the lower hourly pay quarter ratio), however a large proportion of our female employees are in the lower 3 quartiles.

We have identified key reasons, below, to determine why our ratios are split in this way and we are taking steps to ensure that the pathway of progression into senior management roles are open to all.

The upper hourly pay quartile contains senior management positions. Currently, the ration of men/women on our executive Board is 60/40 and for the non-Board directors the ratio is 80/20. In total, out of 15 directors 11 are men and 4 are women.

We have conducted case studies of our current female leaders and we have an in-house built ILM programme and a Core Leaderships Workshop for our current and future leaders to develop.

For the whole Group, the figures are:

- Lower Hourly Pay Quartile – Male 42%: Female 58%
- Lower Middle Quartile – Male 41%: Female 59%
- Upper Middle Quartile – Male 56%: Female 44%
- Upper Quartile – Male 74%: Female 26%

Pay and Bonus

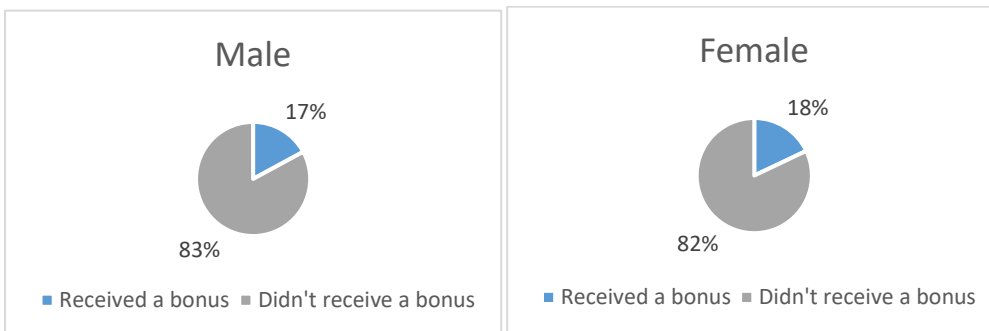
The figures show the mean and median % difference between male and female pay as well as bonus payment.

For the whole Group the pay and bonus figures are:

- Mean Gender Pay Gap – 22%
- Median Gender Pay Gap – 16.6%

	MEAN	MEDIAN
PAY	22%	16.6%

Below are the figures relating to bonus pay showing the proportion of males and females who were in receipt of a bonus payment.



For the whole group 17% of males received a bonus payment and 18% of females received a bonus payment.

It is not unequal pay that is driving the gap in our pay and bonus payments. Employee pay is constantly reviewed, and we regularly amend pay policies and conduct salary banding exercises to ensure we are offering fair pay to all regardless of gender.

Our gender pay and bonus gap is driven by:

- Fewer women in senior leadership roles
- More women in lower salaried roles
- More women than men in part-time roles

Actions

We are committed to promoting a diverse and inclusive workplace which brings out the best in our people, where we strive to make their work a place where they can be their authentic self. The gender balance forms an important part of this commitment. We are taking focused actions in the following areas:

Attract and Develop Female Talent

In 2022-2023 we received 2842 applications for jobs roles at every level of the company. Of these 303 were female applicants, 266 males, non-binary 2, Other 7 and 2264 didn't answer. The most senior role we recruited for was Finance Manager, with 13 applicants, a female was appointed this position.

We are working with local networking groups and support functions to identify key areas in which we can improve the service we give to all employees. We have already implemented enhanced flexible working schemes to allow employees to fit work around their lives with greater ease, including implementing a Hybrid Policy to create further flexibility to our staff to create a more diverse workforce and afford more females full-time hours through the flexibility of hybrid. Out of a total of 313 employees, 34 have flexible working in place at their request. Traditionally the 'fix' was to become part-time but there are better and more creative options now to allow this to provide more opportunities for female employees to increase their working hours, should they so wish. We are also exploring the opportunity of a 9-day fortnight.

Ensuring a Work Life Balance

We appreciate that offering a work life balance to all of our employees is important to their happiness and helps recruit the right people to our company. To ensure that our employees have every opportunity to balance their working life we offer a range of family friendly benefits. Our hugely popular salary sacrifice holiday purchase scheme has seen 50% of participants being female.

We also offer our employees the opportunity to change their working hours to fit the needs of their home life by requesting a flexible working pattern or the option of hybrid working (where possible). We have also recently introduced contractual maternity pay for employees based on length of service.



Debbie Mawer
DIRECTOR OF PEOPLE & CULTURE

"We have worked hard to address the barriers surrounding equal pay.

Increasing diversity of all kinds at Board and Senior Management level is needed. Not only from a gender pay gap point of view but to ensure long term business stability and growth.

We must be careful this does not become a form of positive discrimination – but we must also be open minded to the barriers that have precluded this in the past and work creativity and hard to overcome these.

Our Leadership development programme has been created with the flexibility for this, allowing home study during maternity leave, flexibility around in-house sessions and a variety of learning platforms".

Leadership Programme

We have created a bespoke leadership program with the Institute of Leadership & Management to help us develop employees in the lower and mid-lower quartile of Claims Consortium into higher leadership positions.

The current ILM Level 3 cohorts have 8 delegates – 4 of which are female and 4 are male. The ILM Level 5 programme will launch in July 2024 to further develop internal leadership capabilities.

I can confirm that the information and data provided is accurate and in line with mandatory requirement.

Signed 

Date 26/04/2024

Deborah Mawer- Director of People & Culture