



GENDER PAY GAP REPORT 2017-18

31st March 2018

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Introduction

In April 2017, the Government introduced new gender pay gap (“GPG”) transparency regulations, which are designed to encourage large employers to take informed action to close their GPG where one exists. Only one legal entity within SYNLAB UK meets the large employer criteria; the data included within this report therefore relates only to IPP Analytics Limited.

Our company is meritocratic, so men and women with the same performance and experience in equivalent roles are paid equally, in roles underpinned by job evaluation and banding frameworks.

Our gender pay gap report suggests that while we can be proud of our progress, we have areas where we can do more to support gender equality. We have a mean gender pay gap of 12.3% and a median of 6.5% which, although favourably comparable to the national average¹, is still a pay gap that needs constant attention until it reaches 0%.

At SYNLAB we believe that reducing the gender pay gap to zero supports our commitment to diversity and inclusion, enabling our people and business to perform better. We welcome the implementation of mandatory gender pay gap reporting as one important step in terms of progression and transparency.

I am pleased to be able to commit to firm actions in response to this Gender Pay Gap Report.



Dr Stuart Quin
Chief Executive Officer

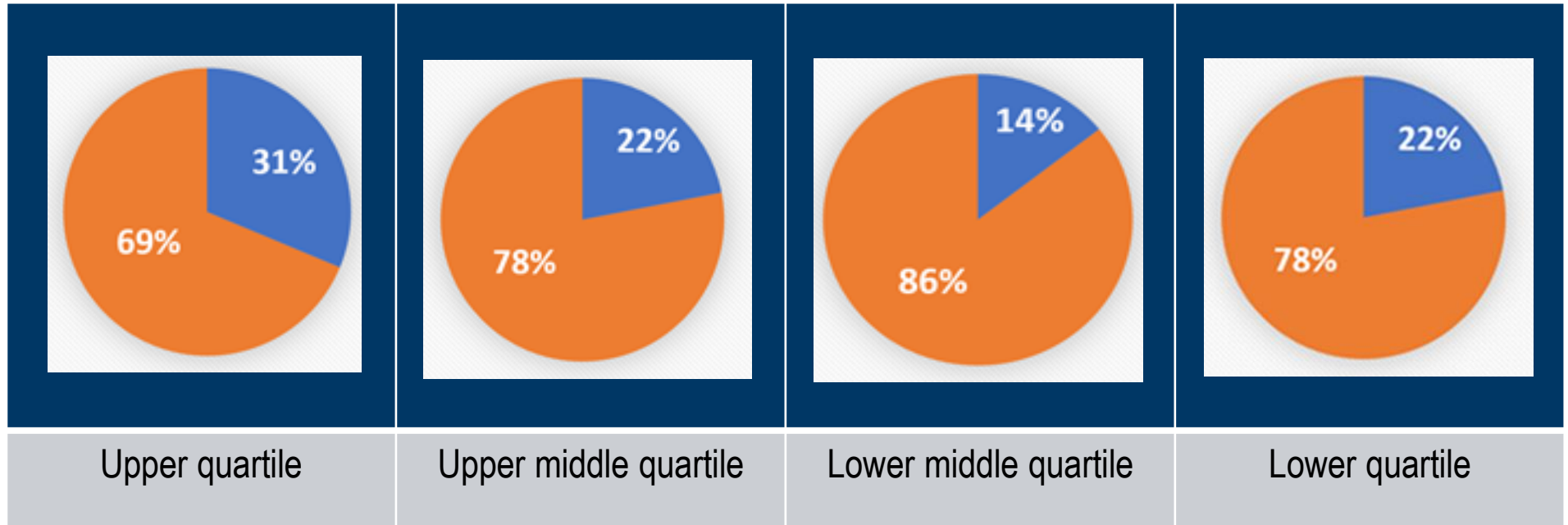


Data summary

Women's hourly rate is...	12.3% lower (mean)	6.5% lower (median)
Women's bonus rate is...	28.25% higher (mean)	2.46% higher (median)
Who received bonus pay	2.75% women	5.83% men

Data summary

Pay quartiles - How many men and women are in each quarter of our payroll



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Understanding our gap

Hourly rate

The mean (average) hourly rate for women is £11.71 whereas for men, the mean hourly rate is £13.36.

The median (middle) hourly rate for women is £9.50 whereas for men, the median hourly rate is £10.16.

With 77% of our workforce being female, the gender differentials shown are likely to be due to the higher percentage of men working in the upper quartile (31%) compared to the range of 14 – 22% of the other three quartiles

Bonus pay

Bonus payments are made on a limited, discretionary basis for performance or recognition or as an incentive to join the Company.

Only 16 people were in receipt of bonus payments during the 12 month reference period (May 2016 – April 2017) which equates to 2.75% of women and 5.83% of men in receipt of a bonus.

The average bonus payment made to women was 28.25% higher than that received by men. The median bonus payment received was also slightly higher for women.

Pay quartiles

Further work will need to be undertaken to understand why the percentage of women working in the upper quartile is lower than 70%, given the workforce composition in the other three quartiles.

Given the high preponderance of females in leadership roles within the relevant employee group, there are positive role models for women to look towards. Supportive policies around family leave and flexible working are also already in place.

The differential may be due to legacy issues aligned to an earlier retirement age for women or other factors unknown at this stage.

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Taking action

This is the first year we have reported on our gender pay gap and we will continue to do so. We favour a thorough focus on clarity and transparency in our approach and a more detailed analysis to understand what it means for our staff at a practical level.

1. Further analysis, transparency and reporting

- We will investigate further what can be done to address the pay gap.
- We will seek to understand how length of service is influencing the gender pay gap shown i.e. have more women recently been recruited at a lower spinal point within each band.
- Analysis of rostering practices for night and weekend working which attract pay enhancements will be undertaken to establish any gender differences.

2. Recruitment into upper quartile positions

- A trial will be undertaken to establish if providing anonymous CV's to hiring managers increases the percentage of women moving into more senior, higher paid roles.
- A survey and focus group/s to explore challenges facing women working in the upper quartile will be undertaken before our next report.
- Additional training in recruitment practices (including unconscious bias) will be provided to hiring managers.

3. Flexible working & inclusive employment opportunities

- Establish the degree to which roles within the upper quartile are worked on a part-time / job share basis and see how this can be increased.
- Setting up a local branch of the SYNLAB Women's Manager Network group, lead by a member of the UK Executive Team, will be explored to increase networking and raise the profile of senior women in our company.

End of the document.
