

# ***Gender Pay Gap*** ***Report 2017***



*This report details our  
**April 2016 to April 2017**  
results and focus areas to  
ensure gender equality.*



1<sup>ST</sup> CENTRAL is a business name used by First Central Insurance Management Ltd which is authorised and regulated by the Financial Conduct Authority.

# Welcome to our Gender Pay Gap Report 2017



**At 1<sup>ST</sup> CENTRAL we believe talent is a key driver for success.**

We're passionate about creating a fair, equal and inclusive workplace that our people can be proud of.

As a 21<sup>st</sup> century employer, we have a commitment to gender equality in the workplace. Diversity is the key to innovative thinking and helps serve our customers and people and meet their many needs.

Reducing our gender pay gap is just part of our journey towards creating an equal place to work. We are committed to making 1<sup>ST</sup> CENTRAL a fair workplace for all, regardless of gender, age, race, ethnicity, disability, sexuality or background.

***Jo McGowan***  
Head of HR



***"Reducing our gender pay gap is just part of our journey towards creating an equal place to work"***

# *What is the gender pay gap?*

**As part of new legislation that came into effect as of April 2017, all UK-based companies employing over 250 people must report their gender pay gap.**

The gender pay gap is a measure of the difference between the average earnings of both males and females across a company.

This is not the same as equal pay, which relates to males and females in the same employment, performing work of equal value, receiving equal pay.

At 1<sup>ST</sup> CENTRAL we ensure males and females are paid equally for same grade positions across the business. It's important to us that salary and broader remuneration is benchmarked against the position itself, reflecting market rates, as well as the value that role brings to our business.

*"At 1<sup>ST</sup> CENTRAL we ensure males and females are paid equally for same grade positions across the business"*

# How is our gender pay gap calculated?

## Mean gender pay gap

The mean gender pay gap is calculated by adding together the total hourly rate for all females and then dividing that figure by the total number of female employees. The same is then done for all male employees. The mean gender pay gap shows the difference in the average hourly rate between the two.

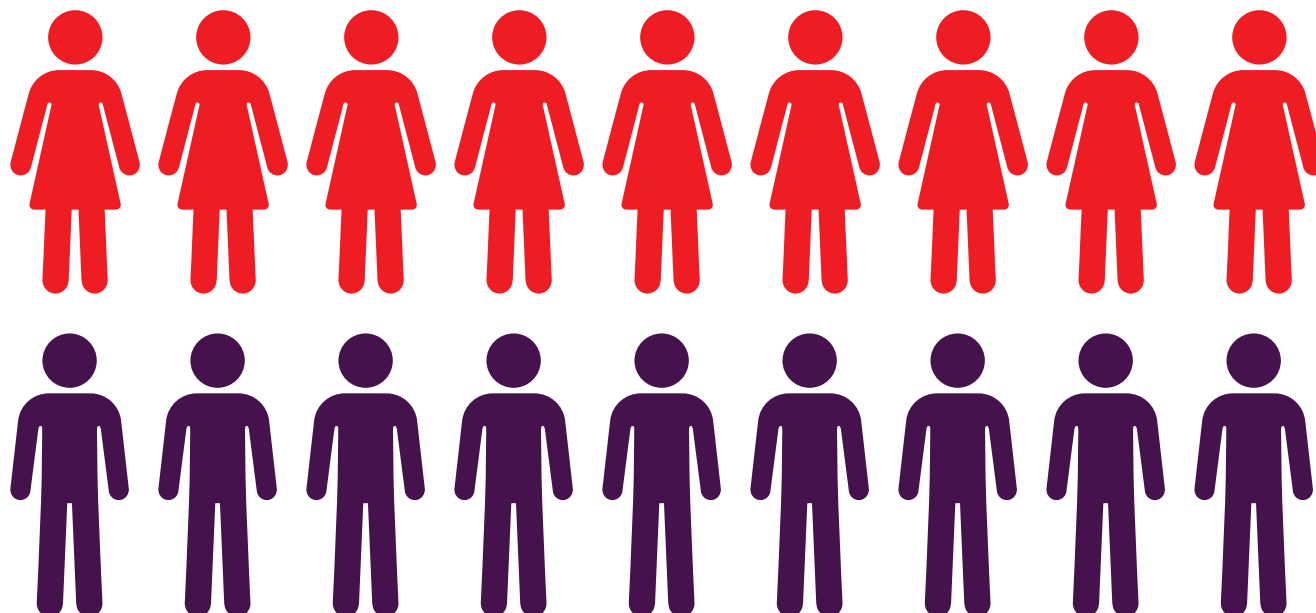
## Median gender pay gap

If all employees were lined up in order of pay from lowest to highest, the median pay gap compares the pay of the female in the middle and the male in the middle of each line.

LOWEST PAID

THE MEDIAN

HIGHEST PAID



# Our numbers

## Gender pay gap

At 3.9%, our mean gender pay gap is below the average for the financial services industry (34%), and we are pleased to report that it is lower than the UK average for all industries (18%), according to the Office for National Statistics in December 2016.

Pay figures include basic pay, paid leave, company maternity pay, sick pay, on call allowances, as well as first aider supplements.

**Our median pay gap is below the industry average (31%) at 6.2%.**

Mean

**3.9%**

Median

**6.2%**

## Gender bonus gap

The gender bonus gap is defined as the difference between the mean or median annual bonus figure that male and female employees received in the year to 5<sup>th</sup> April 2017.

During this period, 3.4% more females received a bonus, with a mean bonus pay gap of 22.7%. This is below the financial services average of 67%.

Bonus figures relate to annual bonuses, dividend payments, employee rewards and the refer a friend programme.

**All 1<sup>ST</sup> CENTRAL employees who have passed their probation are eligible for a bonus.**

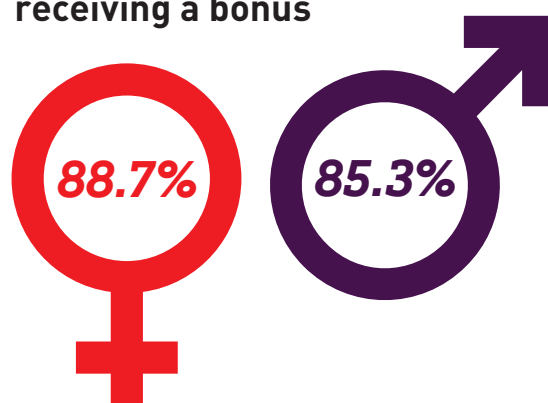
Mean

**22.7%**

Median

**7.5%**

Percentage of males and females receiving a bonus



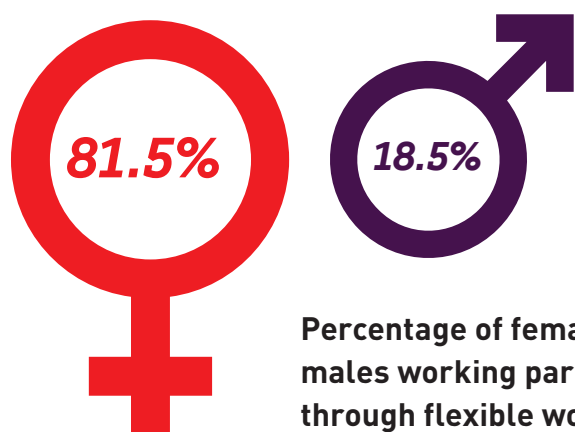
# Why do we have a gender pay gap?

We are confident that equal pay is not the driver of our pay gap. We operate a job evaluation scheme to measure the relative value of all roles within our business, thereby striving to eliminate any gender bias in our pay structure.

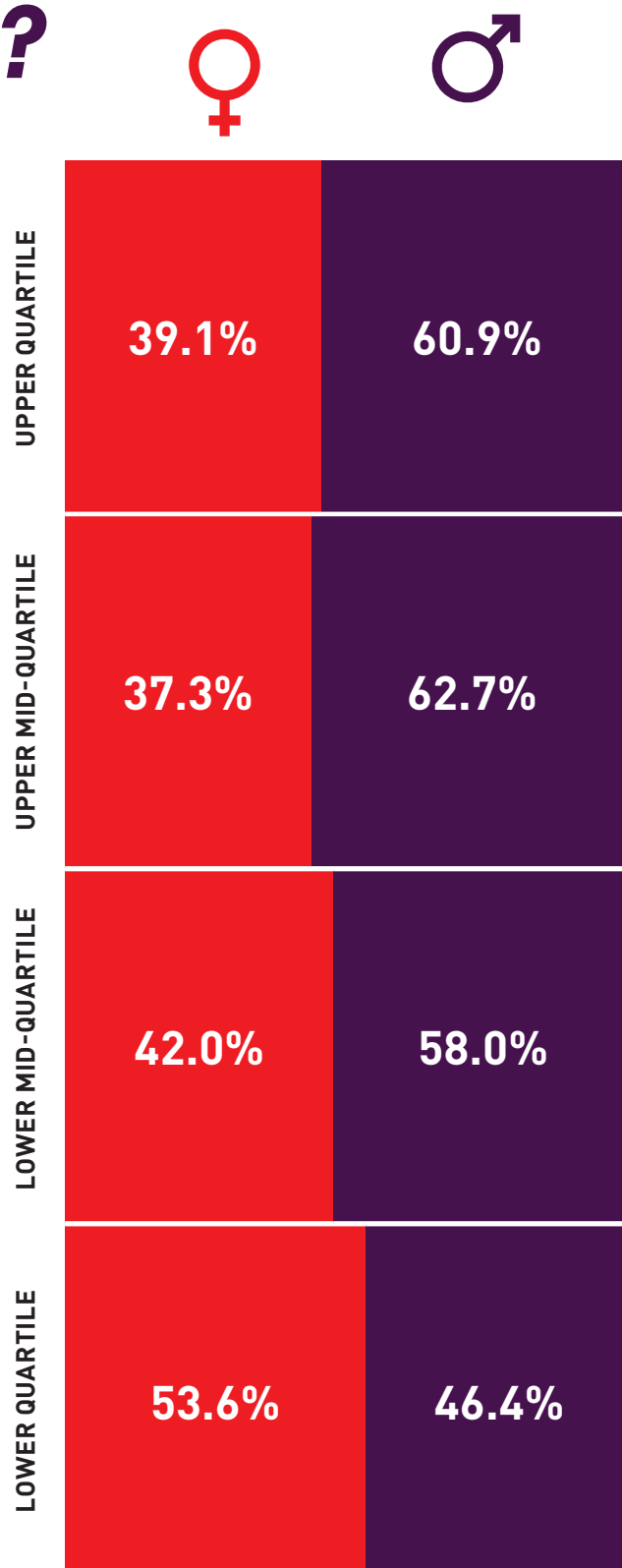
We are committed to conducting annual pay reviews, taking swift and corrective action to address any inequality that is highlighted, and we are therefore confident that males and females are rewarded equally for equivalent roles across our business.

We believe that our gender pay and bonus gap figures reflect the gender profile of our workforce; we have a greater proportion of males in more senior positions that typically attract higher salaries. This is a challenge for the whole of the financial services industry.

In addition, we have a greater number of females than males working part-time and being supported through flexible working and other family friendly policies.



Percentage of females to males working part-time through flexible working



# *How are we going to tackle our gender pay gap?*

Although our gender pay gap is below the industry average, we will continue to galvanise change in our business. In order to achieve gender equality in the workplace, not only are we signing up for the HM Treasury's Women in Finance Charter, we are focusing on three key areas:

## ***Developing and retaining our people***

It is important to us that we not only attract the best people, but we're able to keep them too.

We are passionate about developing potential and providing employees with the tools to help achieve their career goals. We recognise that this is critical to our business and an essential element of an inclusive, innovative business, and we will continue to invest in our people.

In 2016 we launched our leadership and future talent programme, Leadership Steps, with two different tiers for aspiring team leaders and experienced managers. This programme equipped participants with leadership knowledge and a toolkit to progress their careers. The initial programme saw a 50/50 split between male and female participation, and we continue to support this leadership programme.

## ***Attracting the right people***

We will continue to monitor and enhance our recruitment process to eliminate any bias and support diversity in all hiring decisions. It is important to have a pool of the best candidates from all backgrounds apply for roles at all levels.

## ***Continuously evolving our culture***

We will continuously promote diversity and unity where everyone has a voice and is seen as equal. In addition, we will ensure policy, tools and ways of working evolve so our people feel empowered to get on with what matters and continue to promote equality.



*"We are aware that currently, the number of senior female managers is lower than we would like. That's why we are investing in our people to identify who we believe has the talent and drive to be a success at 1<sup>ST</sup> CENTRAL.*



*We believe the measure of success should be someone's talent, not their gender or any other form of diversity.*

*We are an equal employer and we reinforce that in everything we do."*

**Andy James, CEO**

## **Declaration**

*"I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."*

A handwritten signature in black ink, appearing to be 'A. James', written over a light grey rectangular background.

**Andy James, CEO**



Insurance **simply driven**