



Gender pay gap.

2022 report

teamitg™



Gender pay gap.

2022 report

At Team ITG we are passionate about continuing to develop our diverse and inclusive organisation that supports everyone to achieve their full potential.

What is gender pay gap reporting?

Since 2017 all organisations with more than 250 employees need to publish their gender pay gap data. This data shows the differences in the average hourly pay between men and women, as of 5th April 2021.

We pride ourselves in paying men and women equally for work of equal value – those doing the same or similar jobs.

How did we do?

We have delivered on our ambition to support and promote our employees to progress into senior roles within Team ITG. We have more employees across the business working on part-time patterns and we plan to further review our flexible working policies throughout 2022.

Quartiles 1 and 2 have the most even gender distribution at 50% male to 50% female, and 51% male to 49% female respectively. Women are now more equally represented in these groups, as you can see from these infographics.



M 50% / F 50%



M 51% / F 49%



M 52% / F 48%



M 64% / F 36%

*Each quartile having 224 employees



What the report tells us.

We do still have marginally more men than women in mid-level management roles – although we are improving this year on year. We also recognise that we still have some departments where women are underrepresented and we are actively addressing this through items such as women in business mentoring.

We have also found that more women take advantage of our flexible working policies and working part-time.

TEAM ITG 2021 GENDER PAY STATISTICS

	Mean	Median
Pay Gap	15%	10%
Bonus Pay Gap	64%	19%

What about bonuses?

Team ITG only pays bonuses to employees on structured schemes and who are generally in Quartiles 2 and 3. We rarely pay ad-hoc or discretionary bonuses.

Over the period April 2020 to March 2021, 14% men and 20% women received bonus payments.



What are we going to do?

Employ the best people for the job irrespective of their gender

At Team ITG, we employ the best people for the job irrespective of their gender, ethnicity or beliefs. We're proud of the diversity within the company, and despite good progress over the past year, there is still more we can do, including:

- A further review of and improvement to our flexible working and family friendly policies, encouraging greater informal arrangements between our people and their managers
- We have a particular focus in 2022 on collaborative working practices, including how we can better use technology to encourage more modern ways of working
- Continue to invest in development opportunities for those employees who want to progress into more senior roles
- A review of our reward processes, to ensure they are as fair and transparent as possible
- Continue to recruit the best talent based on skills and ability, using language recognition software to ensure recruitment adverts are gender neutral, and ensure everyone involved in the recruitment process is trained to avoid unconscious bias in line with the Team ITG Recruitment & Selection Policy

We are already working to bring greater gender balance to our business, and we see this as critically important to the success of Team ITG in attracting and keeping the best talent in our industry.

A handwritten signature in black ink that reads "Simon Ward".

Simon Ward, CEO