



GENDER PAY GAP

2023 REPORT

**WE ARE CARING
WE ARE DRIVEN
WE ARE SMART
WE ARE INCLUSIVE**

ACCENTGROUP.ORG



Whilst legislation requires that Accent (and other companies with more than 250 staff) report their gender pay gap to the government on an annual basis, we also believe that transparency in reporting our pay gaps is a measure we need to take to recognise and accept that we still have work to do.

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the percentage difference between average hourly earnings for men and women.

Here at Accent, our median gender pay gap is 11.2%, which is a decrease of 3.5% from last year. (This information is a snapshot taken on 05 April each year.)

WHAT IS THE GENDER SPLIT AT ACCENT?

70%

of colleagues are female



30%

of colleagues are male



HOURLY RATES OF PAY

Our mean pay gap is 19%. The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues.

Our median pay gap is 11.2%. The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

FACTORS AFFECTING PAY DIFFERENCE AND NEXT STEPS

Over two thirds of our workforce are women, and we are proud to be sector leaders in this. We're also proud that our 54% of our Senior Leadership Team are women, and that our pay gap was the lowest it has ever been this year.

But we recognise that we need to do more to decrease our pay gap at all levels in the organisation, and have clear pathways for progression.

The Accent Board approved the organisational People Strategy in 2023, which will form a key part of the corporate strategy for 2024 onwards. This will prioritise a holistic approach to pay gaps, looking at everything from recruitment to reward to leadership development. We will publish an update in the 2024 financial year.

QUARTILES REPORTING – PROPORTIONS OF GENDERS IN QUARTILE BANDS



MEN: 15.9% | **WOMEN: 84.1%**



MEN: 21.4% | **WOMEN: 78.6%**



MEN: 34.5% | **WOMEN: 65.5%**



MEN: 47.8% | **WOMEN: 52.2%**