

 Fidessa plc 2017 Gender Pay Gap Reporting

**Fidessa**  
Trade/Invest/Inform

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This report sets out the 2017 gender pay gap data for Fidessa plc (Fidessa) which has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These new regulations require us to report our pay gap on an annual basis.

### What is the gender pay gap?

The gender pay gap gives a snapshot of the gender pay balance within an organisation based on employee data as at 5th April 2017. It measures the difference between the average earnings of all male and female employees, irrespective of their role and seniority. When calculating the difference in average earnings to find the gender pay gap, employers are required to take into account all employees, at all levels and all salaries within an organisation. There are two calculations, one for base pay, referred to hereafter as 'hourly pay' and one for cash bonuses, commissions and share option awards that have been exercised, referred to as 'bonus pay'.

The new gender pay gap reporting regulations should not be confused with the issue of equal pay. Under the UK's equal pay regulations, it has been unlawful for many years to differentiate pay for work of equal value based on a job holder's gender. Fidessa reviews and develops its reward policies and approaches with a view to ensuring they are gender neutral by design and minimise the risk of gender based pay discrimination. The gender pay gap regulations are very different and look at average pay comparisons by gender across the entire UK workforce.

## Fidessa's gender pay gap data:

Gender split male and female

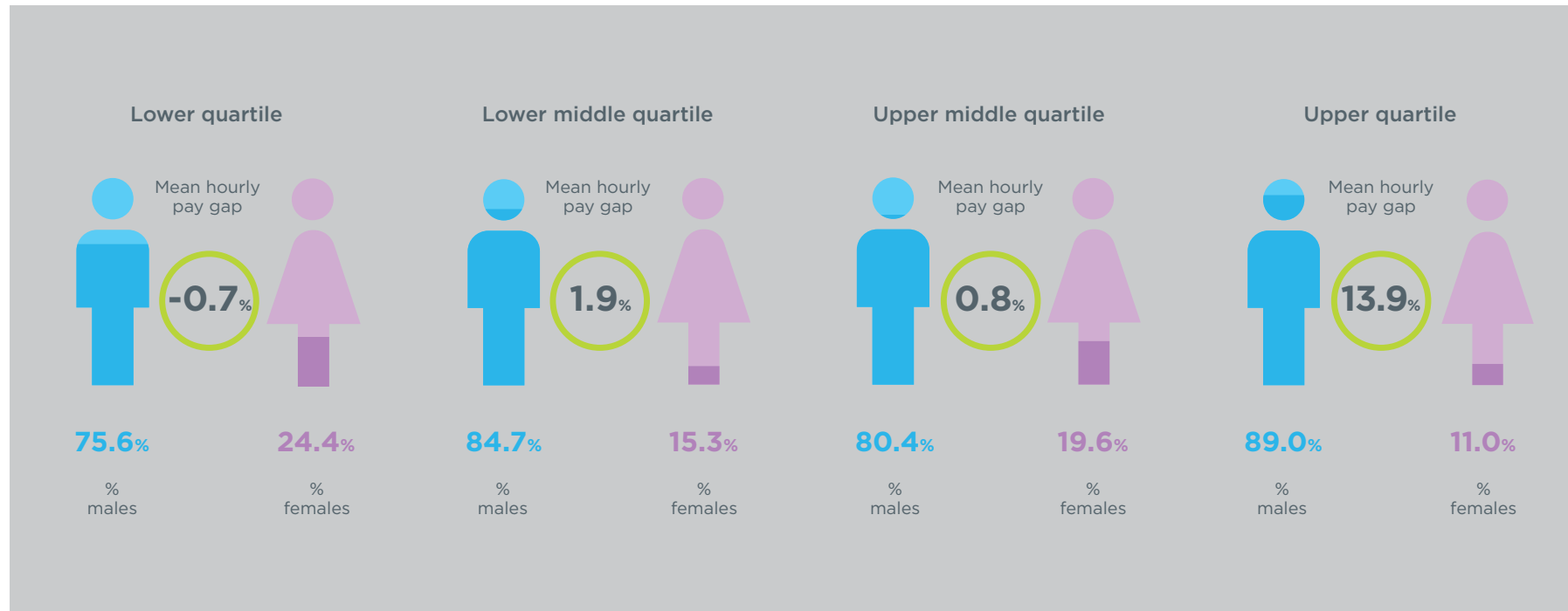


Fidessa's gender pay and bonus gap



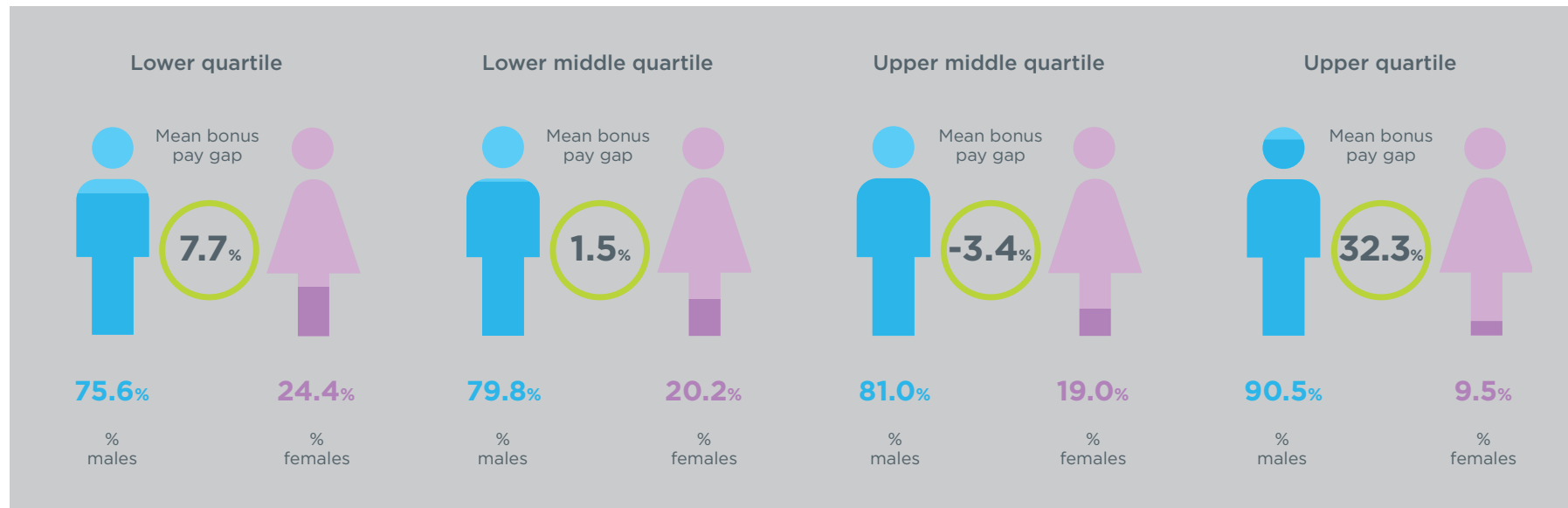
## Fidessa's gender pay gap data:

Proportion of male and female employees in each hourly pay quartile



## Fidessa's gender pay gap data:

Proportion of male and female employees in each bonus pay quartile



Proportion of male and female employees receiving bonuses



## Understanding Fidessa's gender pay gap

Fidessa's median gender pay gap of 10.4% and its mean gender pay gap of 17.3% are lower than the overall national UK gender pay gap of 18.1% for 2016 <sup>1</sup>.

Fidessa's gender pay gap predominantly reflects an increased proportion of male employees compared to female employees working in senior roles. Overall, Fidessa's workforce is approximately 20% women, but as can be seen from the charts above, women occupy only 11% of the top quartile band for hourly pay and 9.5% of the top quartile band for bonus pay. The gender pay gap is higher in respect of bonuses because compensation packages for employees at senior management levels include a higher proportion of variable remuneration.

The technology sector faces a shared challenge to inspire more women to pursue relevant further education courses and develop careers in the technology sector. If more women can be encouraged to apply for jobs in the technology sector, then more women could be expected to join Fidessa as a result. The positive action being taken by Fidessa in this regard is discussed below.

As an equal opportunities employer, Fidessa continues to ensure that everyone working within its business has the same access to opportunities and is rewarded equally and fairly for their work. While Fidessa would like to reduce the gender pay gap in the future and consequently see more of a gender balance in the workplace overall and in senior roles, Fidessa will continue to ensure that it recruits the best candidate for the role regardless of their gender or any factor other than their ability to perform in the role.

1. <https://visual.ons.gov.uk/the-gender-pay-gap-what-is-it-and-what-affects-it/>

## **What positive action is Fidessa taking?**

Fidessa is a participant in the STEM ambassador initiative whose aims are to support, inspire and engage young people in STEM subjects. Fidessa actively encourages employees to participate in this initiative through school visits and hopefully this will encourage and inspire more females to pursue STEM roles in the future.

Whilst Fidessa remains focussed on building a diverse and inclusive culture where differences are valued, promotion and progression decisions continue to be based on merit. UK promotion panels are reviewed to ensure that women are on the promotion panels wherever possible.

Fidessa offers part-time and flexible working at all levels allowing employees to meet their personal commitments while still being able to realise their full potential. Fidessa monitors these and other related policies to ensure that they achieve their objectives of supporting employees wherever possible.

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