



Littlefish

# GENDER GAP REPORT 2023

# INTRODUCTION

- Littlefish are pleased to share the gender pay gap report for the reporting year ending April 2022. For the first time we can confirm an increase in the number of females employed at Littlefish by 2%. In a growing business where headcount has increased in the last twelve months by 9% overall this is a great achievement. We're proud of all our results which are shared within this report.



## Publishing Data on Gender Pay Gap

Since 2017/18, public and private sector employers with 250 or more employees have been required annually to publish data on the gender pay gap within their organisations.

The information submitted is then published on the government-sponsored website:  
[gender-pay-gap.service.gov.uk](https://gender-pay-gap.service.gov.uk)

Firstly, a gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The gender pay gap for full-time employees has been gradually decreasing since 1997. Over the same period, the part-time gender pay gap has stayed small or negative.

Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- **A mean average** involves adding up all the numbers and dividing the result by how many numbers were on the list. This type of average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- **A median average** involves listing all the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

As of the snapshot date, 5th April 2022, Littlefish (UK) Ltd has partnered with Gallagher to meet our gender pay gap reporting requirements for 2023.

# ABOUT LITTLEFISH

- Littlefish is a managed service provider, operating IT services within both the public and private sectors.

It's a good step forward that in the 12 months since our Gender Pay Report 2022, our male / female ratio within the business has increased by 2%, with women now making up 16% of our core staff.

We have prepared this document in line with best practice and our legal requirements, to examine our gender pay gap figures in more detail. In doing so, we aim to understand the size, causes, and fluctuations in our pay gaps and to identify areas in which we can improve.

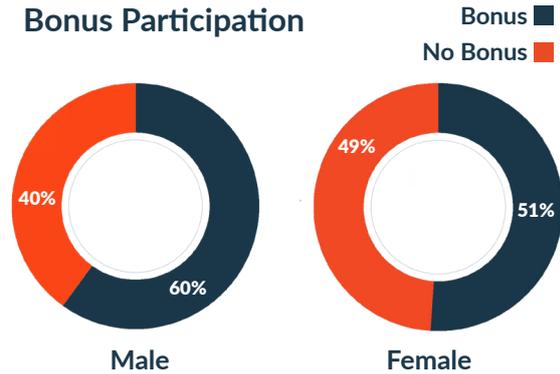




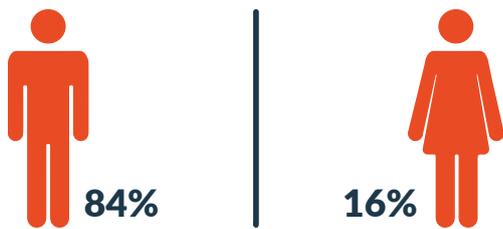
# SUMMARY OF GENDER PAY GAP KEY FIGURES

	Pay Gap	Bonus Gap
Mean	8.10%	56.91%
Median	1.18%	0.00%

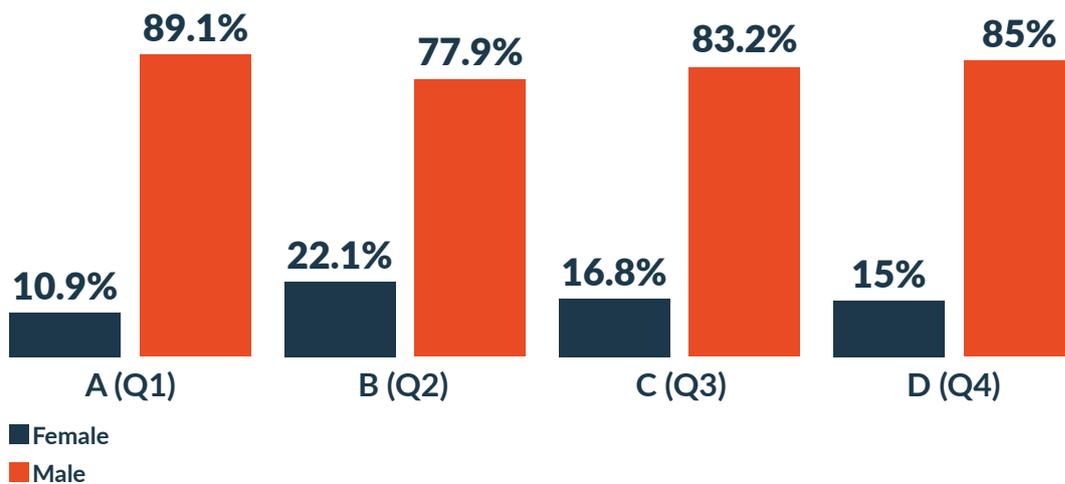
Bonus Participation



Overall Workforce Composition



Gender Distribution by Pay Quartiles

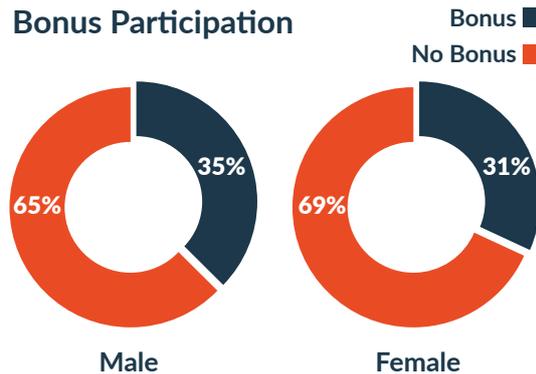




## WOMEN HAVE A GREATER REPRESENTATION IN THREE OF THE PAY QUARTILES COMPARED WITH 2021

	Pay Gap	Bonus Gap
Mean	10.06%	70.79%
Median	8.29%	0.00%

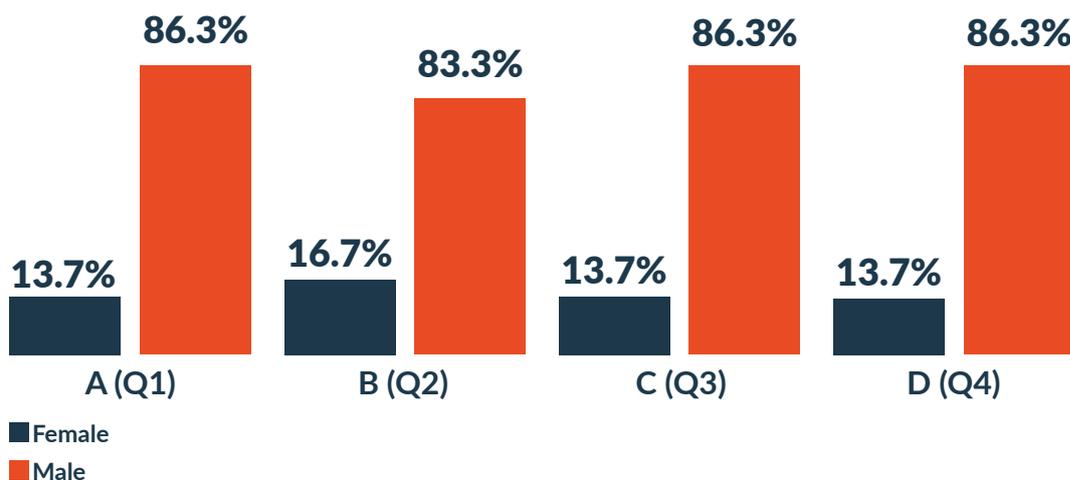
### Bonus Participation



### Overall Workforce Composition



### Gender Distribution by Pay Quartiles



# FEMALE REPRESENTATION AT LITTLEFISH



Traditionally, the IT/tech industry is a heavily male-dominated environment, with current ONS statistics suggesting that, in the UK, this sector employs women in only 31% of roles. It is encouraging to see that, at Littlefish, 78% of all females employed are in tech roles and 33% of our female workforce are enrolled in the Littlefish Academy. Our Academy offers a range of career-specific learning tracks for employees to gain industry-recognised accreditations, leading to promotion opportunities and higher salaries.

**28%** of Littlefish leadership roles are held by women

**25%** of Littlefish Executive team are held by women

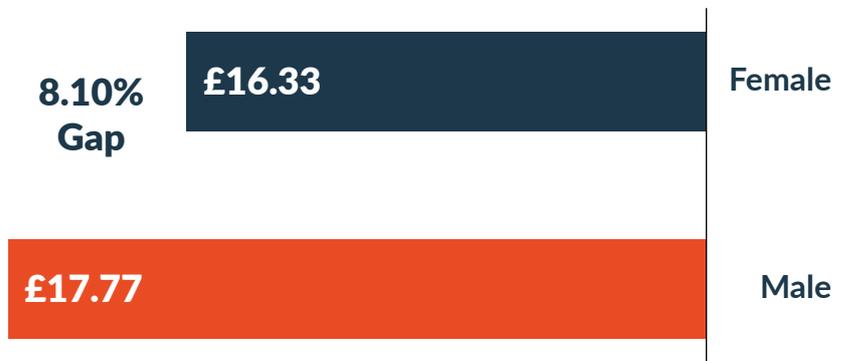
**74%** of women employed by Littlefish are in tech roles

**33%** of women employed by Littlefish are enrolled in our training academy

## UNDERSTANDING THE DATA

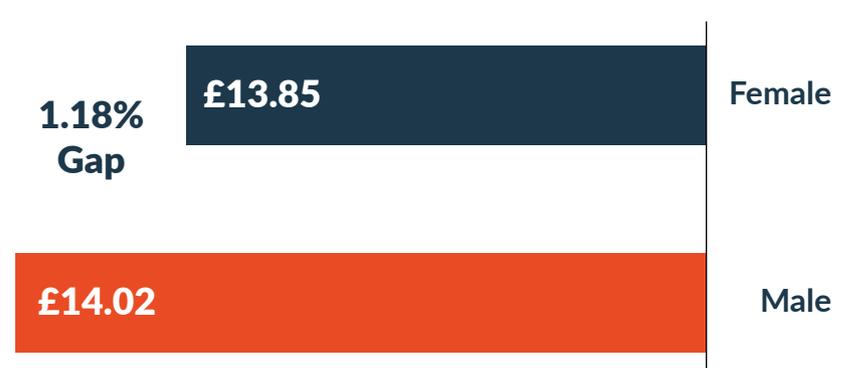
### Mean Hourly Pay Rates:

The mean hourly rates are currently favouring male employees by 8.1% which is an improvement compared with 2021 which was 10.06%. The positive trend shown year on year are both below the national mean of 14.6% according to the Office for National Statistics, 2021.



### Median Hourly Pay Rates:

The median hourly rates are currently favouring male employees by a very small 1.18% which is a significant improvement compared with 2021, which was at 8.29%, and is well below the national median of 15.4% according to the Office for National Statistics, 2021. The median is widely agreed to be the more statistically reliable measure for gender pay gap.

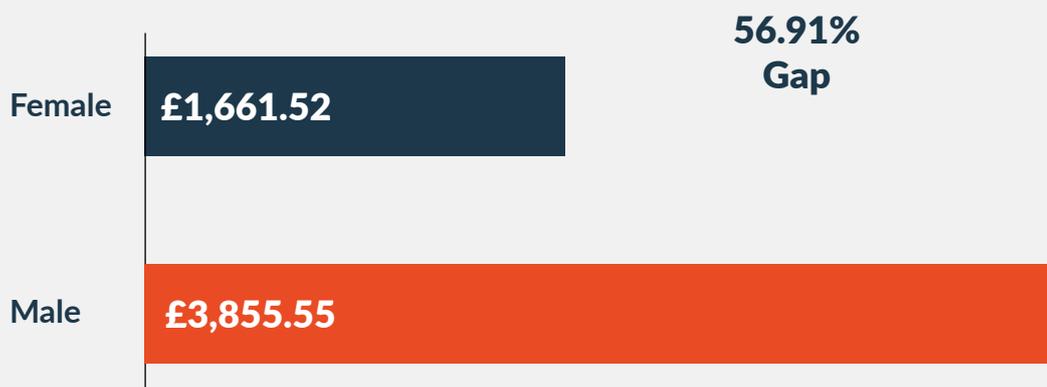


# BONUS PAYMENTS AND PARTICIPATION

■ Commencing in November 2021, Littlefish returned some departments to the office on a full-time basis. This was an adjustment for all involved and to soften the financial impact of this operational decision, 45% of the workforce were eligible to receive a bonus that was paid over 6 months to each of them. Therefore, the number of individuals receiving a bonus in this reporting year exceeds any prior year. The employees received a bonus to help them with their financial planning and support their return to the office. However, the number of females (14% of the group) in receipt of this bonus has skewed the mean figures. The mean is favouring males by 56.91%. The median bonus gap at Littlefish remains equal for both genders (0.00%).

This indicates that the data set is significantly skewed, with a wider range in the bonus amounts found in the much larger male data set (n = 222) compared to a narrower range in the smaller female data set (n = 37) who are in receipt of bonuses.

## Mean bonus payments:

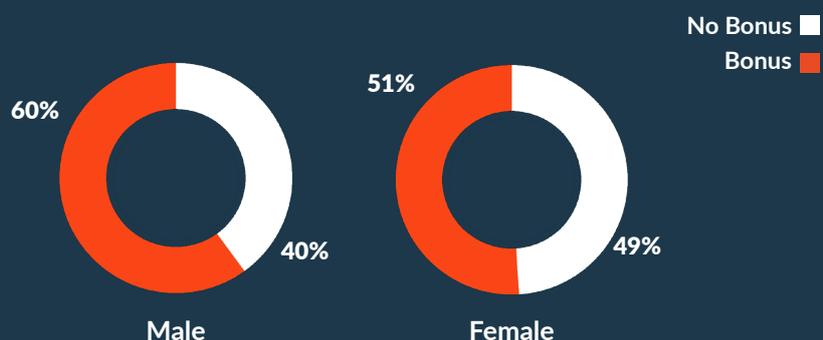


## Median bonus payments



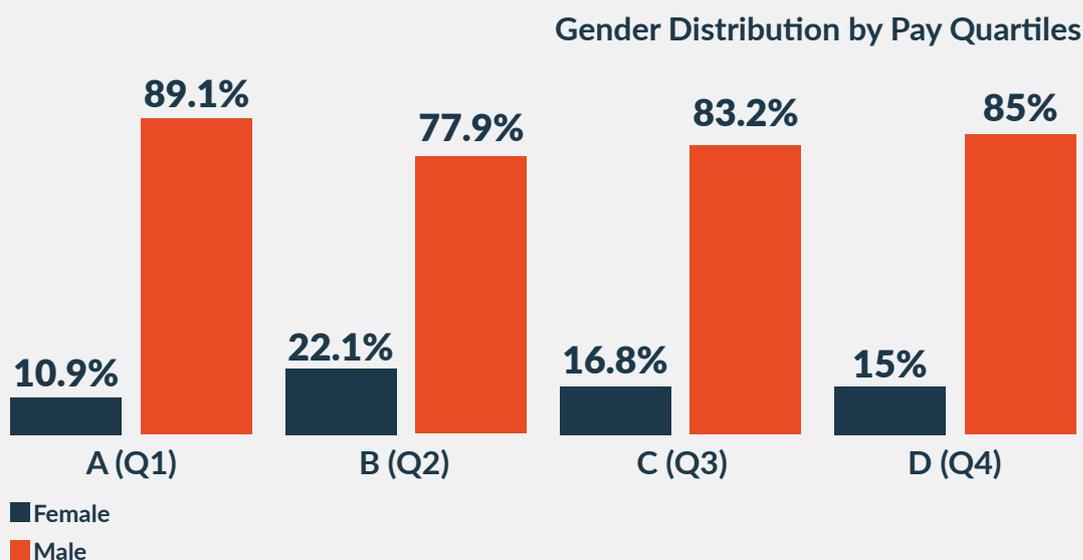
## Bonus Participation

From the charts below we can see that a slightly lower proportion of female employees are receiving a bonus. However, it is worth noting that the low numbers of women working at Littlefish (16%) is skewing the bonus participation data, as less women workers means less eligibility.



## Pay Quartiles

- When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are underrepresented across all of the pay quartiles, however, there has been an increase across the 1st, 3rd and 4th pay quartile so it is an improving picture.



# TREND COMPARISON

When we consider comparison between this year and that of the most recent reporting cycle in 2021, we see positive trends in the form of a narrowing gender pay gap at both the median (1.18%) and the mean (8.1%), together with a narrowing mean bonus gap, and median bonus gap remains at unchanged from 2021 at 0%.

These are all measures that have improved the gender pay and bonus gap within Littlefish.

We are proud of these results.

Our aim continues to be to work with all teams within the business to ensure fairness and equity continues.

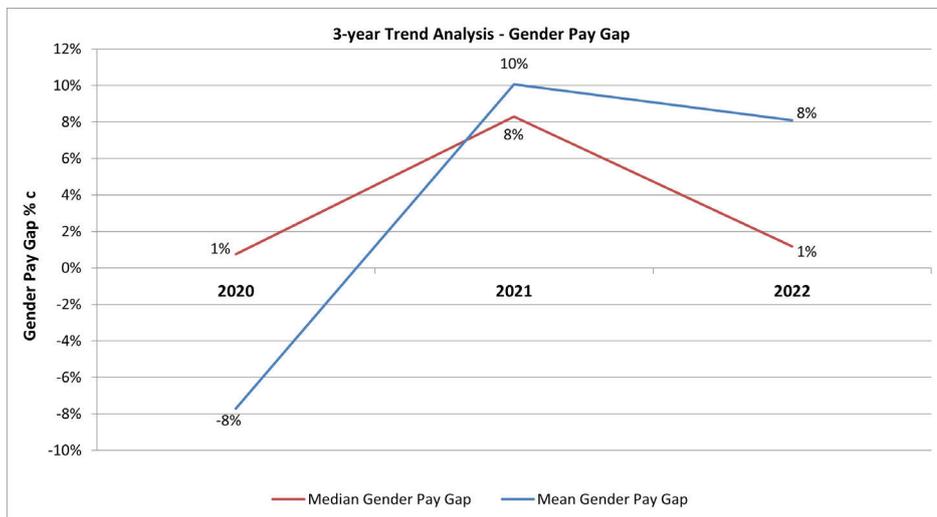
	2020	2021	2022	2022vs 2021
Mean Gender Pay Gap	-7.72%	10.06%	8.10%	-1.96%
Median Gender Pay Gap	0.75	8.29%	1.18%	-7.11%
Mean Gender Bonus Gap	76.72%	70.79%	56.91%	-13.88%
Median Gender Bonus Gap	-27.29%	0.00%	0.00%	0.00%
Males Receiving Bonus	32.12%	35.24%	59.68%	24.43%
Mean Gender Pay Gap	29.41%	30.51%	51.39%	20.88%

# OUR WORK SINCE 2021

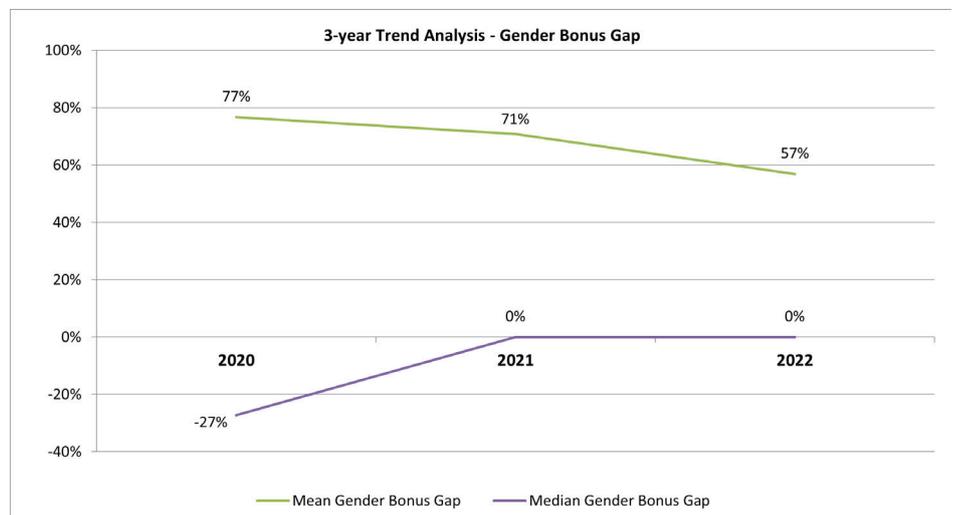
■ In order to address the disparity in the amount of male versus female workers at Littlefish and actively recruit more women, since 2021 we have:

- **Reviewed** all our salaries against the national living wage to be proactive and ahead in salary adjustments where necessary.
- **Built** our social media presence on Instagram and Facebook to showcase life at Littlefish
- **The EDI team** have worked on initiatives that promote women in tech in the workplace.

## 3 Year Trend Analysis - Gender Pay Gap



## 3 Year Trend Analysis - Gender Bonus Gap



# OUR AIMS

Littlefish continues to see higher than average growth (we recruited c.100 people) and yet we have improved in every measure on our gender pay and bonus reporting. Our industry struggles to attract female workers and we are committed to addressing this issue proactively.

### Our aims

We acknowledge that this is a never-ending story and we will proactively continue to close the gender pay gap at Littlefish.

In light of this, our focus continues to be on attracting talented women to join our quickly expanding business, in part-time, junior, mid-level, and senior executive roles.

