



Littlefish

GENDER GAP REPORT 2024

INTRODUCTION

■ Littlefish are pleased to share the gender pay gap report for the reporting year ending April 2023. Last year we were able to report an increase in the number of females currently working at the company but, unfortunately, this has not been the case for 2023. We would like to assure readers that our aim continues to be to increase the number of females working for Littlefish to **20%**. However, currently, we are tracking at **14%** female employees. Headcount continues to grow rapidly, so the number of females is increasing but the percentage has reduced.

A useful recap for the report is that the 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.



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, <https://gender-pay-gap.service.gov.uk/>. Littlefish has reported for three consecutive years, as shown in this report.

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 2023, Littlefish (UK) Ltd has partnered with Gallagher to meet our gender pay gap reporting requirements for 2024.

About Littlefish (UK) LTD

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

Our male/female ratio within the business is now **14%** female and **86%** male in our core staff.

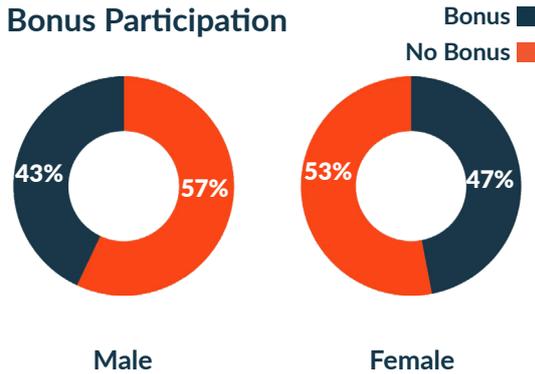
We have prepared this document to examine our gender pay gap figures in more detail and in-line with best practice and our legal requirements. In doing so, we aim to understand the size, causes, and fluctuations in our pay gaps, and to identify areas in which we can improve.



SUMMARY OF GENDER PAY GAP KEY FIGURES

	Pay Gap	Bonus Gap
Mean	9.04%	55.31%
Median	-18.03%	0.00%

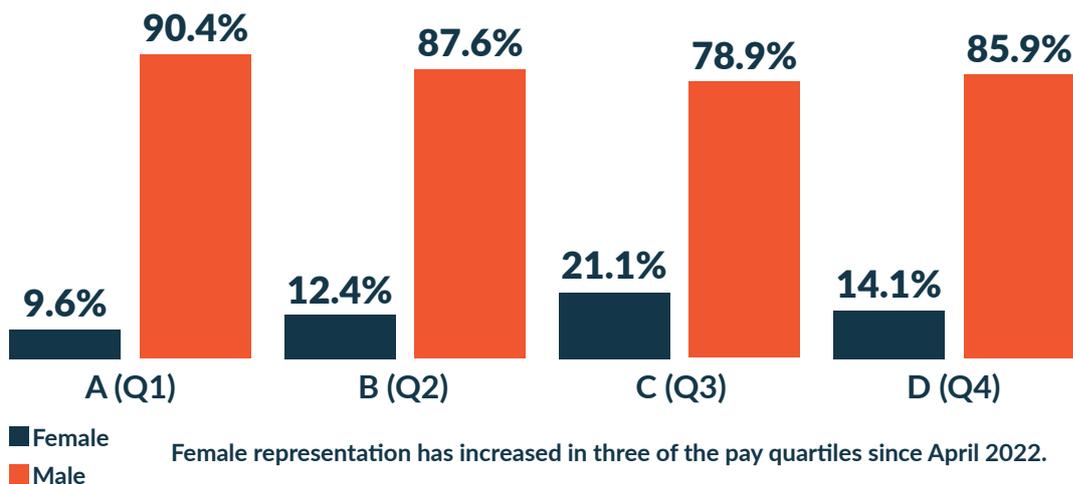
Bonus Participation



Overall Workforce Composition



Gender Distribution by Pay Quartiles



FEMALE REPRESENTATION AT LITTLEFISH



Traditionally, the IT/tech industry is a heavily male-dominated environment and ONS statistics suggest that (in the UK) there has been a slight decline in females entering Tech as a career choice. On average, this sector employs women in only **31%** of roles.

At Littlefish, **79%** of all females employed are in tech roles and, with a headcount increasing by **20%** year on year across all functions, we expect an increase in females each year. The challenge is that, with our significant employee growth, new employees are not balanced across the genders. Later in the report we will address how we are approaching the difficult task of balancing this further.

24% *Of our management team are females*

68% *In the last 3 years, we have increased the number of females at Littlefish by 68%*

79% *Of females employed at Littlefish are in technical roles.*

UNDERSTANDING THE DATA

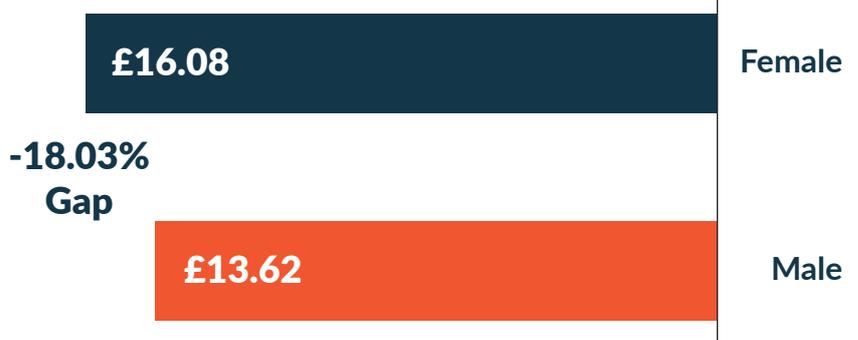
Mean Hourly Pay Rates:

The mean hourly rates are currently favouring male employees by **9.04%** which is below the national mean favouring males of **13.9%**. This is a slight increase compared with 2022 data which was **8.10%**. Although when we look year on year, the gap is mainly static.



Median Hourly Pay Rates:

The median hourly rates have taken a large swing this year and are now favouring female employees by **18.03%**. The national median favouring males is **14.3%** according to the Office for National Statistics, 2023. This is a significant change and is likely caused by the numbers of females recruited into the middle quartiles during 2023. While at the outset this result may seem positive for females, essentially, we are aiming for balance - with no swing in either direction - which is where our data landed in 2022 and our data suggests a significant shift. It is widely agreed that the median is the more statistically reliable measure for gender pay gap and so this data point is more relevant when comparing pay.

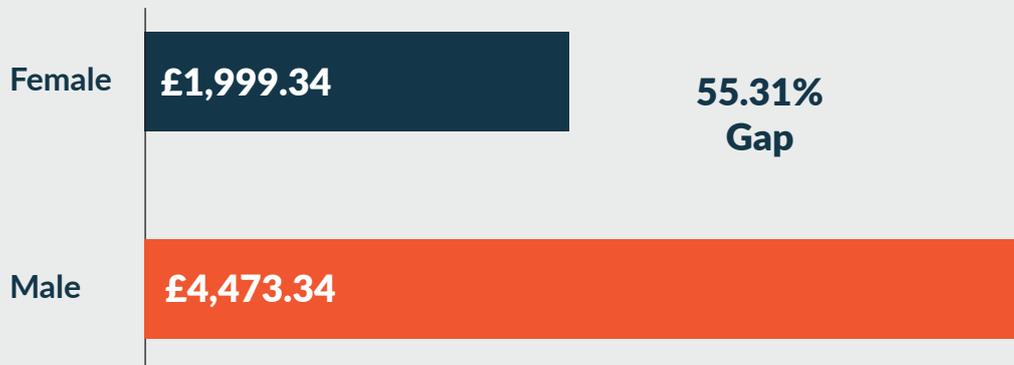


BONUS PAYMENTS AND PARTICIPATION

■ The bonus gap at Littlefish is currently favouring male employees at the mean by **55.31%** and it has been eliminated at the median. When we look year on year, the mean continues to decrease which is positive. It has decreased by **16%** in the last three years, proving we are on the right path (even if it is not as significant a reduction as we would like yet).

It is important to signal that the data set is skewed, with a wider range in the bonus amounts found in the much larger male data set compared to a narrower range in the smaller female data set who are in receipt of bonuses. Remember, females at Littlefish make up only **20%** of the number of people in receipt of a bonus. However, proportionally **53%** of females are eligible for a bonus compared with **43%** of males.

Mean Bonus Payments:



Median Bonus Payments:



Bonus Participation

From the data displayed below we can see that there is an increased number of female employees receiving a bonus, and a decrease in the male population compared with 2022. Although in 2022 there was an exceptional bonus payment made to **45%** of the workforce due to the return to the office which created a year of higher variable pay across the business.

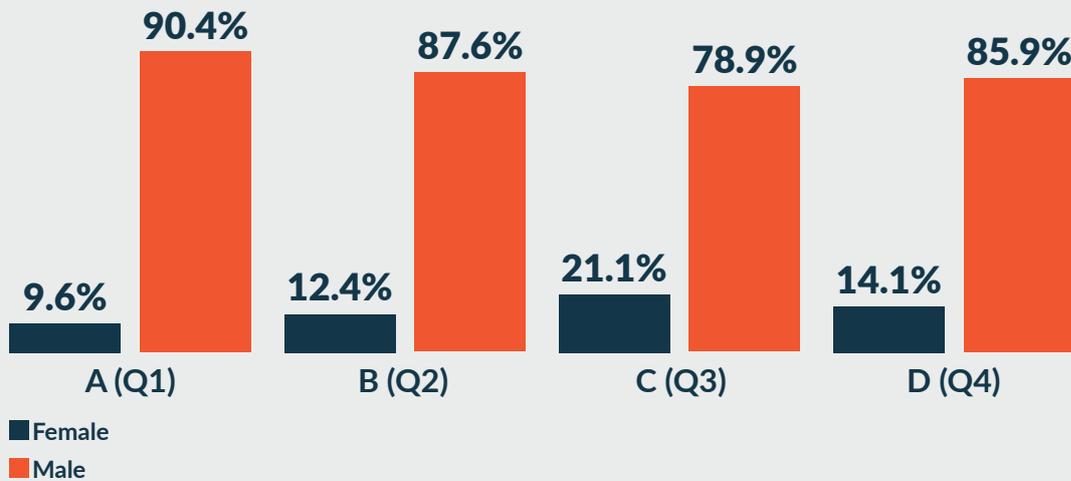
It is pleasing to see in the chart below that there has been an increase in bonus participation for both genders. A greater number of people are able to benefit from these schemes which is a positive step forward for our remuneration practices.

Males receiving bonus	35.24%	59.68%	42.92%
Females receiving bonus	30.51%	51.39%	52.63%

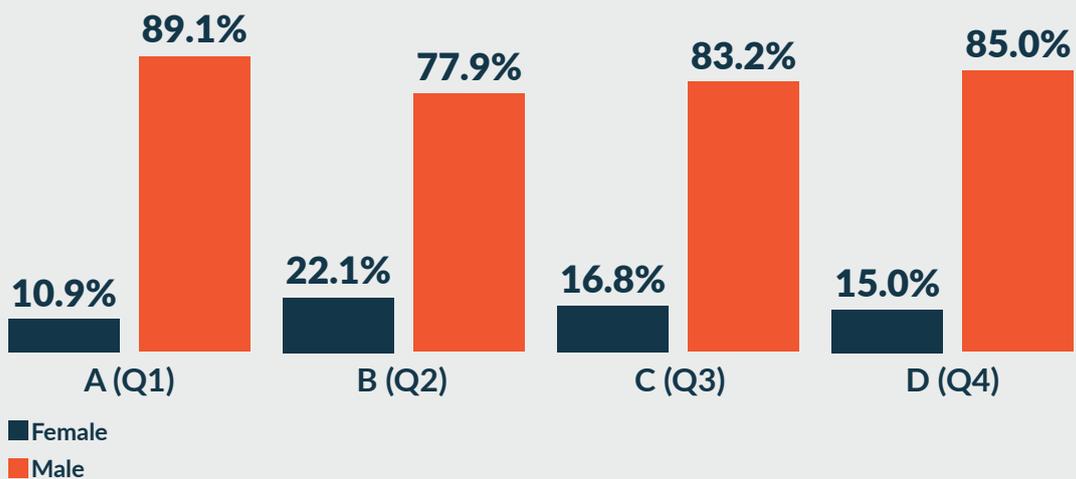
Pay Quartiles

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, most notably in the two lowest pay quartiles. However, there has been an increase in the quantity of females in the third quartile. This represents some of the internal promotions that have occurred during the year for females. Our aim is still to have 20% of the workforce as female.

Gender Distribution by Pay Quartiles 2023



Gender Distribution by Pay Quartiles 2022



TREND COMPARISON

When we consider comparison between this year and that of the most recent reporting cycle in 2022, we see positive trends in the form of a narrowing gender bonus pay gap at the mean, with the median being consistently eliminated over the last three reporting cycles. We do observe a widening gender pay gap, with a slight widening at the mean, and a significant widening at the median

(now reversed in favour of females). We observe decreased bonus participation for males, with a slight increase for females. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives, and commission plans – all of which can help drive a corresponding wide range in

individual amounts reported.

We are proud of the progress we are making across a range of these results. Our aim continues to be to work with all teams within the business to ensure fairness and equity continues.

	2021	2022	2023
Mean Gender Pay Gap	10.06%	8.10%	9.04%
Median Gender Pay Gap	8.29%	1.18%	-18.3%
Mean Gender Bonus Gap	70.79%	56.91%	55.31%
Median Gender Bonus Gap	0.00%	0.00%	0.00%
Males Receiving Bonus	35.24%	59.68%	42.92%
Mean Gender Pay Gap	30.51%	51.39%	52.63%

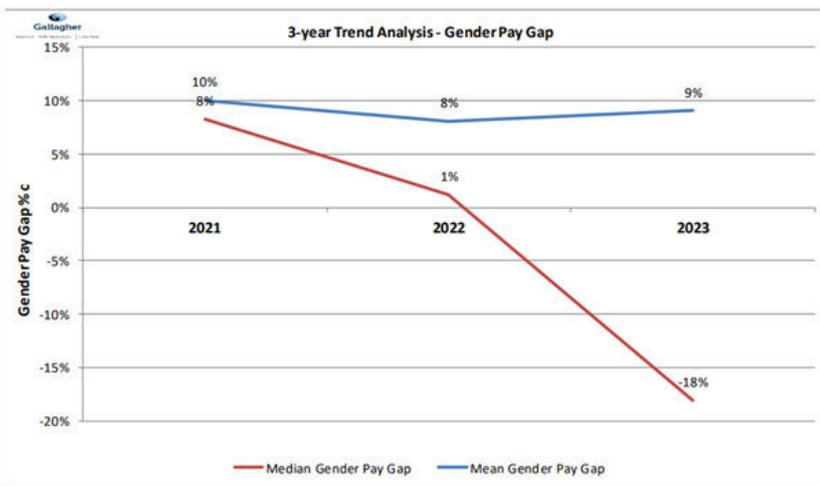


OUR WORK SINCE 2022

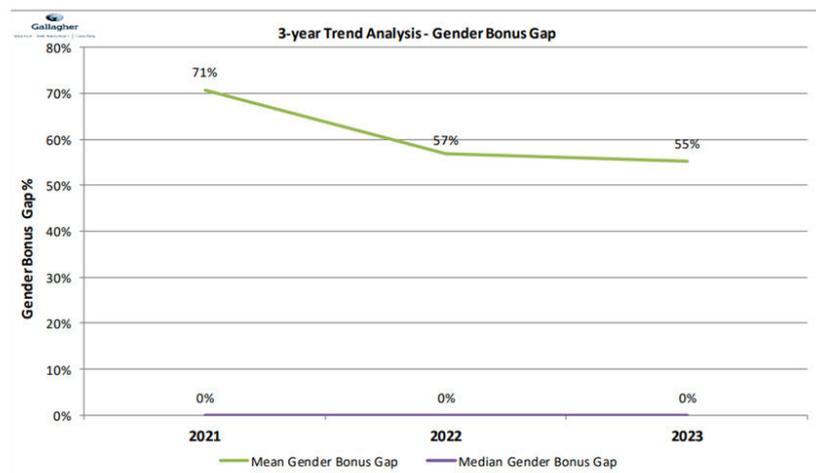
■ In order to address the disparity in the amount of male versus female workers at Littlefish and actively recruit more women, since 2022 we have:

- **Focused** on creating inclusive workplaces by enhancing benefits for maternity and adoption pay.
- **Continue** to offer a great level of flexibility to our teams including hybrid working.
- **Understood** how important STEM education is for females in their early careers and so have supported events for various ages, including at schools for those aged 11-18, around Tech jobs and also with local universities.
- **Participated** in a female leadership mentoring programme. We have volunteered members of the Executive Team as mentors and have entered female colleagues in tech roles to be mentored.

Three Year Trend Analysis Chart



Three Year Trend Analysis - Gender Bonus Gap



OUR AIMS

Littlefish continues to see higher than average growth (we recruited c.100 people in the last year) 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.

We acknowledge that we have had fluctuations this year and some are now favouring females in a significant way. Our aim is to close the gender pay gap at Littlefish so that all are treated equally, and to ensure that our people flourish in an inclusive environment.

