

# Engendering change

Gender Pay Gap Report 2017



**pib Group**

## Introduction

“ PIB Group is a new and dynamic insurance intermediary group aiming to create a leading position in the provision of specialist insurance solutions across the UK market. We have grown rapidly through acquisitions and by employing outstanding individuals.

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**Brendan McManus**  
CEO, PIB Group



**Fiona Andrews**  
Group HR Director




We constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed. We all have a responsibility to embrace and support this ambition and we will continue to promote behaviour and attitudes that allow us to achieve this.

We know that more work needs to be done in making the insurance sector more attractive to women while also improving the pathway to senior roles. We are ready to play our part in making this happen.

PIB is a young business in the early stages of its journey and we will be working towards closing the gap and building career opportunities which complement the aspirations of our employees. **At PIB, we relish the opportunity to do things differently and look forward to sharing our progress with you.**

We confirm that the data contained in this report is accurate.

## What is the gender pay gap?



The gender pay gap report measures the difference between male and female average earnings and is expressed as a percentage of men's pay.

The gender pay gap reporting requirements came into effect on 6 April 2017 as an amendment to the Equality Act 2010. These required employers of over 250 employees to publish statistics relating to UK employee pay, for publication before 5 April 2018 (and annually thereafter).

**Gender pay gap reporting is part of the UK Government's strategy to reduce the gender pay gap** and we welcome the opportunity to analyse where we can do more for the benefit of our people.

## Is it the same as equal pay?

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It is important to note that the gender pay gap is not the same as pay equality and paying men and women differently for work of equal value has been unlawful since the Equal Pay Act in 1970.

**We have analysed our data and are confident that we do not discriminate between males and females** who carry out the same roles with equivalent knowledge, skills and experience.

That doesn't mean we are complacent; we will do more to actively encourage women to develop their careers in ways which suit them and by providing a flexible working environment for all.

We also encourage all parents returning to work following maternity leave or other career breaks, to pursue the entire spectrum of roles which are available.

## Our Group

“ Whilst PIB is a three-year-old group, it is made up of a mix of businesses we have acquired, some of which are up to 50 years old. These individual businesses have all contributed to our overall results. We have a constantly changing Group structure which means that we also inherit new sets of historical data which will affect our annual reporting each year.

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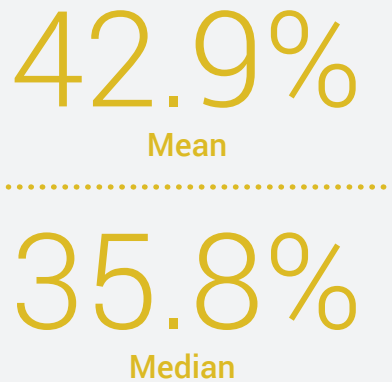
## pib Group

Companies within PIB Group as of 5 April 2017 that we have reported on, including PIB Group Central functions:

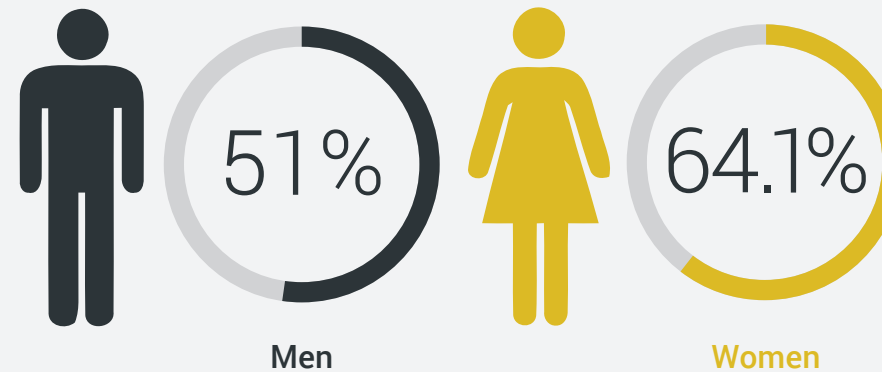


# Our gender pay gap figures

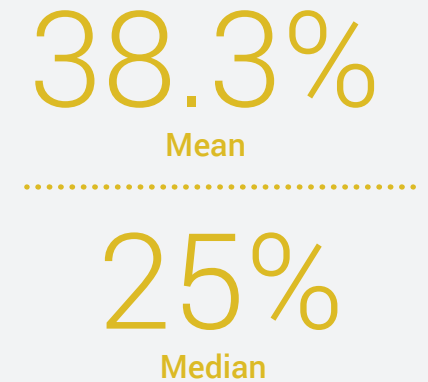
## Hourly pay figures



## Employees who received a bonus



## Difference between men and women bonus pay



## Male and female employees in each pay quartile

### Lower Quartile



### Lower Mid



### Upper Mid



### Upper Quartile



## Closing the gap

The Gender Pay Gap focus comes at exactly the right time in PIB's lifecycle. It gives us a fantastic opportunity to continue to do things differently and to do the right thing by our people and our customers to support both our business and the wider insurance industry.

We are determined to use the information positively with a view to supporting change and providing all our people with more choice as our Group evolves.

“ A positive impact on the current pay gap figures has already been seen as a direct result of the recruitment decisions taken by PIB Group in the last 18 months.

We take integration into our Group seriously and this includes investing in people, technology, our collaborative culture and our codes of practice.

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## Our commitment

“ We are committed to the elimination of all conscious and unconscious bias from the workplace. We firmly believe all our people should be fully represented and rewarded for their contribution at all levels of the company. ”

### We will do this by:

Discussing our gender pay gap openly, transparently and continuously as part of our Executive & Leadership team agendas

Actively promoting our Whistleblowing Policy and asking all our people to let us know when they see any actions which don't meet our high standards of behaviour

Embedding good practice into all our performance management, pay & reward and resourcing processes

Checking our progress through the employee engagement survey process

## Our 3 key promises



We will have a clear and transparent recruitment and **internal promotions framework** which rigorously challenges selection and hiring decisions



We will provide an effective talent development framework which seeks to support the career development of all our people at all levels through:



Management development programmes



High potential programmes



Skills and knowledge programmes being developed throughout 2018



We will provide a Parental Toolkit which supports parents in the workplace and those returning to work by the end of Quarter 2, 2018





[pibgroup.co.uk](http://pibgroup.co.uk)

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## GENDER PAY GAP REPORT 2017

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