

A woman with long brown hair, wearing a white button-down shirt, is sitting at a desk. She is looking at a laptop screen with a thoughtful expression, resting her chin on her hand which is holding a pair of clear glasses. The background is a bright, out-of-focus office space with large windows.

**Checkatrade**

# Gender Pay Gap Report 2022

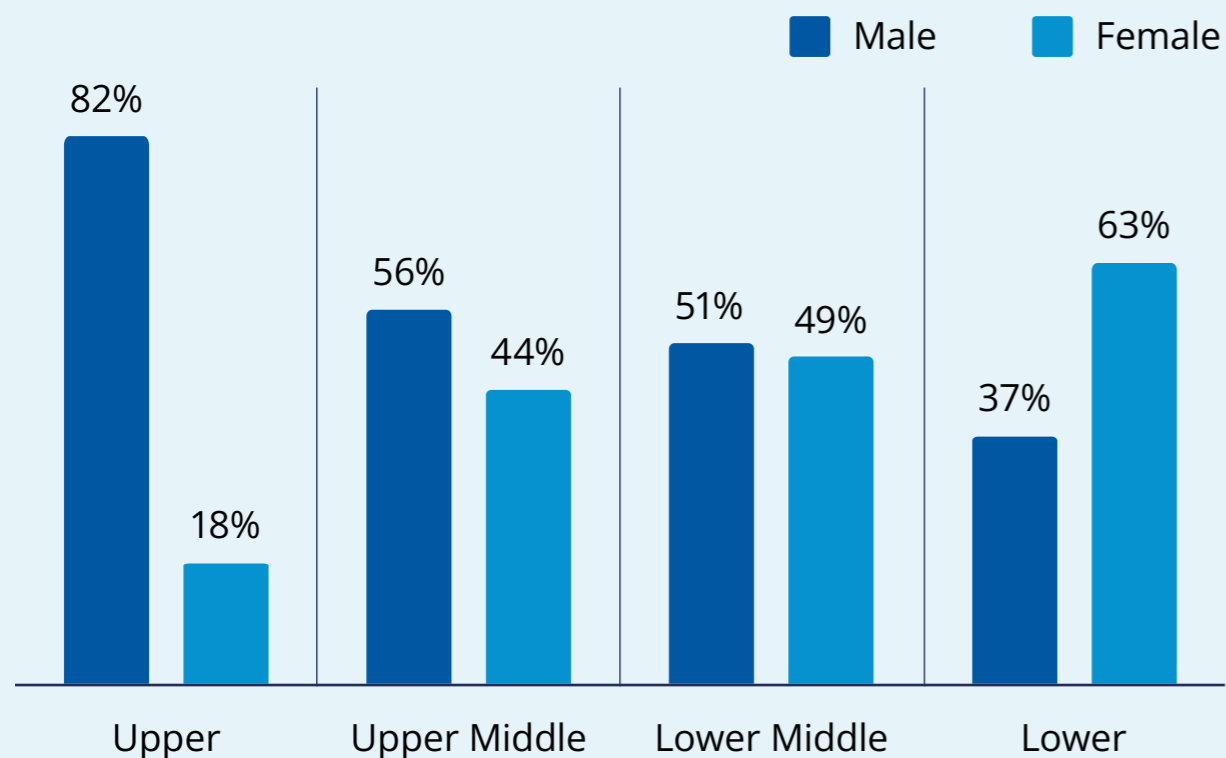


# People Matter

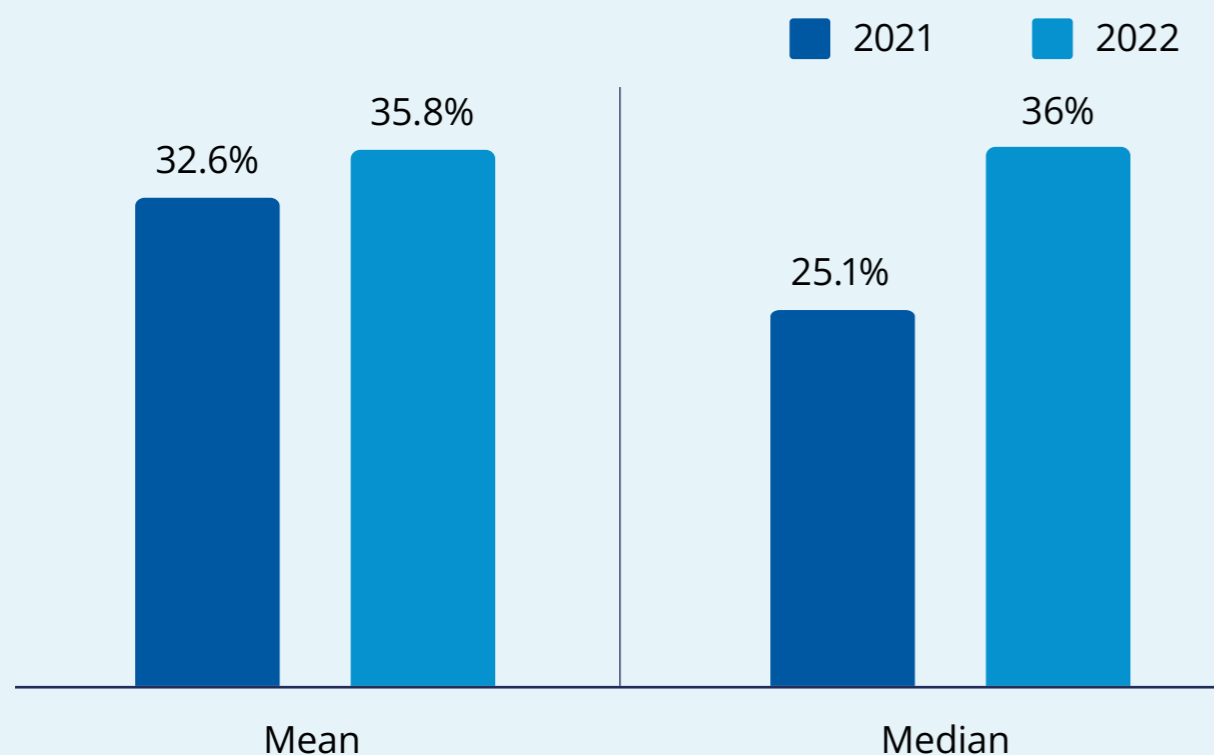
Our number one value at Checktrade is People Matter. We stand by this statement, as it's reflected in everything we do – from attracting and recruiting the right people for our roles, to retaining and nurturing our people whilst they're with us and providing opportunities to develop and grow.

Reporting our gender pay gap is important because we recognise where we are and are committed to taking the right steps to close the gap.

## Pay quartiles



## Gender pay gap



# What's the gender pay gap?



The gender pay gap is the average difference in hourly rates of pay between men and women. A positive pay gap favours men, and a negative pay gap favours women.

The calculation doesn't compare pay for men and women doing the same job, but it does compare between men's and women's average hourly rates and whether both are equally distributed across levels of seniority.

This report covers the gender pay results for Checkatrade as well as the proportion of employees who received a bonus, at the snapshot date of 5 April 2022.

## Why do we have a gender pay gap?

Our pay gap exists because although we have an almost equal gender split in our workforce, we have a relatively lower proportion of women in senior management and technology roles. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

Checkatrade's pay gap reflects the large number of men occupying higher pay quartiles. The pay gap has increased since 2021 due to continued relatively higher volumes of men than women within our technology teams.



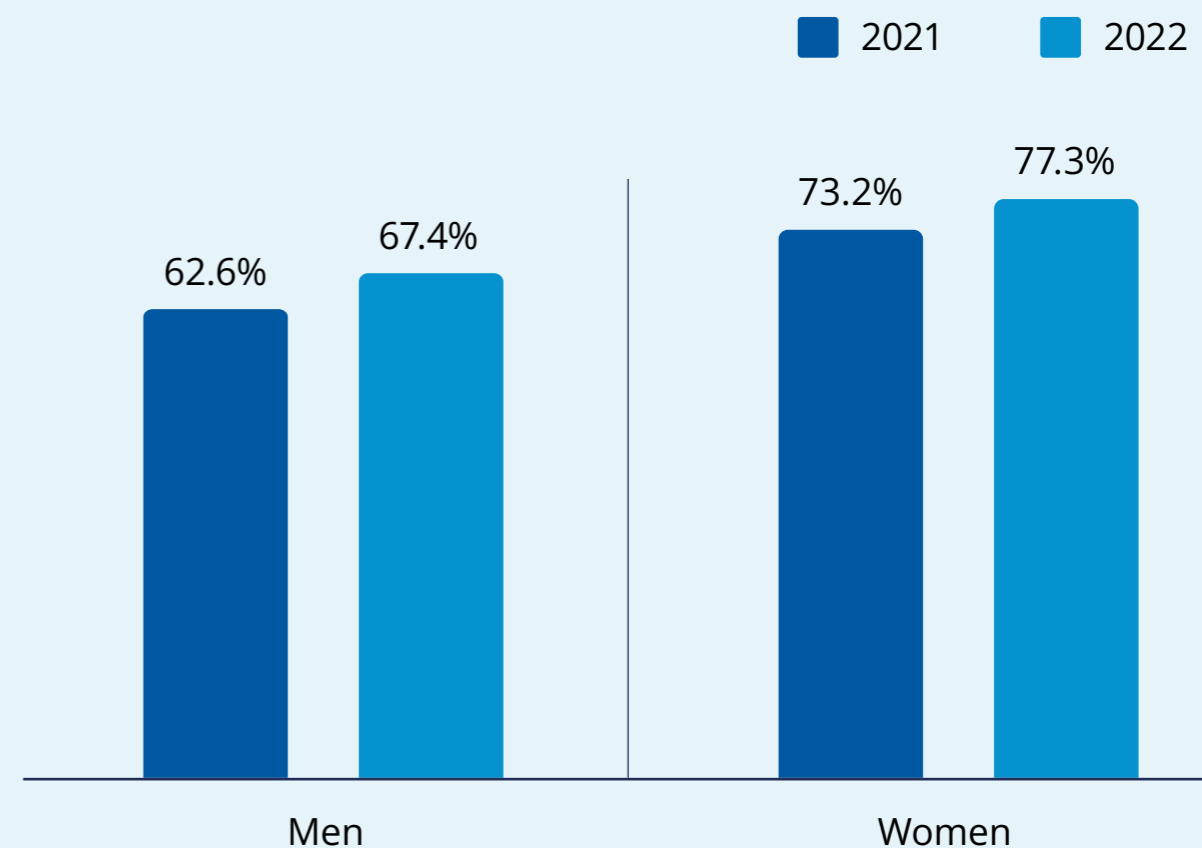
## What about bonuses?

The difference in mean bonus pay has increased significantly which has been driven by a higher number of men occupying roles in the upper pay quartiles compared to 2021, some of which have a larger overall bonus opportunity due to seniority.

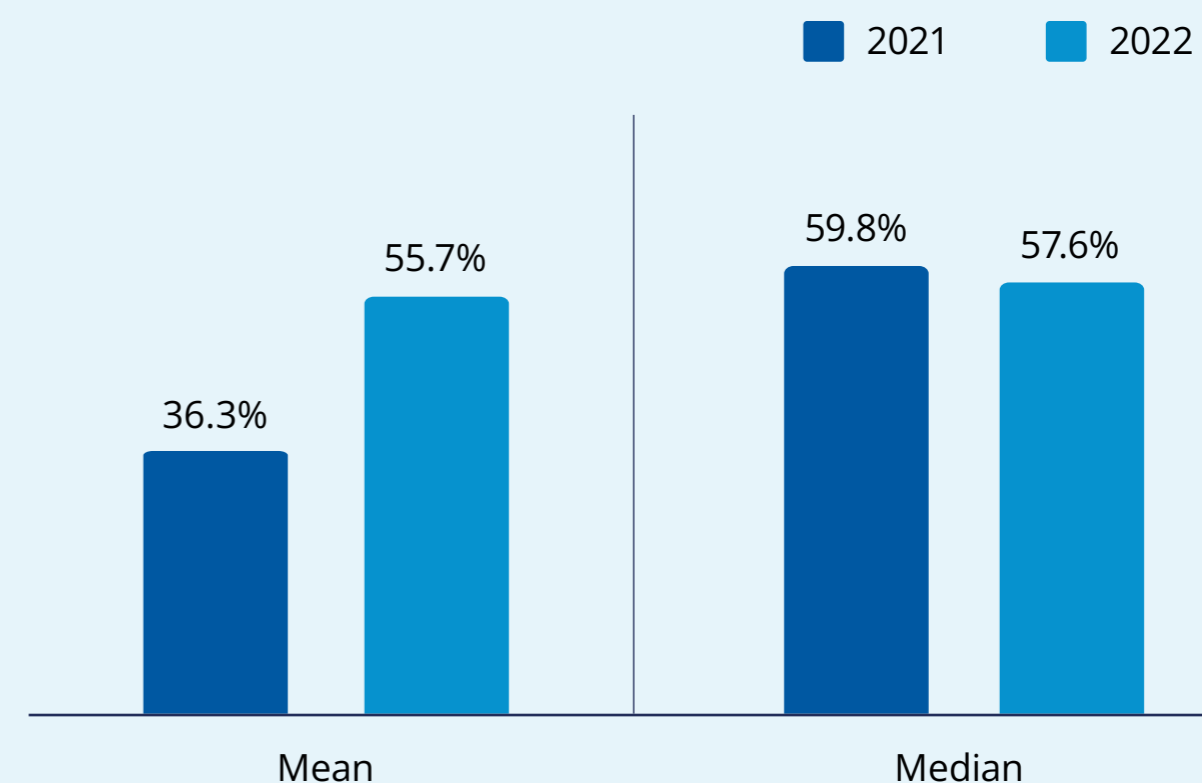
Median bonus pay has reduced slightly from 2021 but remains high due to the lower proportion of women in senior management and technology roles.

The proportion of men and women who received a bonus has increased since 2021. The proportion of women receiving a bonus continues to be higher than men.

### % of bonus pay



### Bonus pay gap



# What are we doing about it?



We are an equal opportunities employer, and we are committed to reducing our gender pay gap. We believe we can do this by achieving better gender balance across our senior and technical roles, and we know we have more work to do.



## So, here's a breakdown of some of our current initiatives to improve our gender pay gap:

- We are committed to delivering our ongoing actions following a review by third party culture change organisation, Utopia.
- We are launching a gender equality network of which one key focus will be increasing the mobility of women into senior and technology roles.
- We'll continue to celebrate and promote D&I events such as Women in Tech, International Women's Day and sponsorship of hackathon events.
- We ensure all hiring practices are inclusive and promote diversity. We work closely with specialist recruitment partners to increase the number of female applicants and we are expanding our office space in London to widen the talent pool we have access to.
- We have a successful mentoring programme with an equal split of male and female mentors. As a result of this programme, we have over twice as many female mentees compared to male, and a higher proportion of females have received internal promotions since becoming a mentee.
- We have introduced a new Team Leader Management Development training programme, of which 69% are women.
- We are reviewing our family friendly policies.

I confirm that this data and report is accurate and true based on our 5<sup>th</sup> April 2022 snapshot.



Mike Fairman, CEO

The background of the image is a solid blue color. A large, light blue, semi-transparent graphic element, resembling a stylized checkmark or a large 'C', is positioned diagonally across the lower half of the page. The word 'Checkatrade' is written in white, sans-serif font, with the 'C' being significantly larger than the other letters. The 'C' is partially overlaid by the light blue graphic.

Checkatrade

[www.checkatrade.com](http://www.checkatrade.com)