

Right Choice Insurance Brokers Ltd

Gender Pay Gap Report: April 2019

Published: April 2020

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1. Introduction

Right Choice Insurance Brokers Ltd are committed to developing a reputation for being a fair and progressive employer, seek to encourage employees to feel valued and engaged in a culture where inequality is tackled, diversity is actively promoted and social responsibility has a place in the organisation's strategy.

As of 5th April 2019, Right Choice Insurance Brokers Ltd employed 250> PAYE staff. Therefore, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), Right Choice Insurance Brokers Ltd are required to publish gender pay gap information by reporting differences in pay between their male and female employees.

The gender pay gap report for 2018 was published on 4th April 2019, and reviewed pay information taken from a 'snapshot' of 5th April 2018. To continue to meet the Firms requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Right Choice Insurance Brokers Ltd has produced a gender pay gap report, which reviewed pay information taken from a 'snapshot' of 5th April 2019 and reports on all PAYE employees of Right Choice Brokers Ltd as of that date. This report not only reviews the data produced as of the 'snapshot' date, but draws comparison to last year's report and the actions which have been implemented since to reduce gender pay gaps identified.

To comply with Regulation 14 of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Right Choice Insurance Brokers Ltd provides the following statement:

- Confirmation that the data and supporting narrative contained within the report is accurate; and
- Confirmation that the figures set out in the report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; and
- Confirmation that the report has been signed on behalf of the employer by the individual prescribed by reg.14. Please refer to final page of the report for signatory from Darren Joseph, Chief Operations Officer of Right Choice Insurance Brokers Ltd.

2. Pay Data & Comparison

- The mean gender pay gap for Right Choice Insurance Brokers Ltd in 2019 is 28.23%. Compared to the mean gender pay gap in 2018, which was reported at 20.04%.
- The median gender pay gap for Right Choice Insurance Brokers Ltd in 2018 is 0.00%. There was no change compared to the figure reported in 2018, which was also 0.00%.
- The mean gender bonus gap for Right Choice Insurance Brokers Ltd is 41.12%. Compared to the mean gender bonus gap reported in 2018, which was 47.18%.
- The median gender bonus gap for Right Choice Insurance Brokers Ltd is 41.99%. Compared to the median gender bonus gap reported in 2018, which was 41.39%.
- The proportion of male employees in Right Choice Insurance Brokers Ltd receiving a bonus is 88.46% and the proportion of female employees receiving a bonus is 80.51%. Compared to the figures reported in 2018; the proportion of male employees receiving a bonus was 87.42% and the proportion of female employees receiving a bonus was 71.10%.

| PAY QUANTILES BY GENDER | | | |
|-------------------------|--------|---------|---|
| BAND | MALES | FEMALES | DESCRIPTION |
| A | 63.64% | 36.36% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 25.00% | 75.00% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 32.18% | 67.82% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 56.82% | 43.18% | Includes all employees whose standard hourly rate places them above the upper quartile |
| Total | 44.44% | 55.56% | Includes all employees |

3. Description

3.1 How does the gender pay gap compare

As highlighted in the Firms 2018 gender pay gap report, it is not unusual to find that across financial services and in particular the insurance industry, there to be a distinct underrepresentation of women in senior and fee generating roles. These positions attract higher salaries and bonuses, as such it is recognised that gender pay gaps are not uncommon, but despite these common issues we are pleased to be able to report that Right Choice Insurance Brokers Ltd's pay gap compares with that of other organisations within the Insurance industry and has seen some improvements as a result of the actions implemented.

The Firm recognises the importance of benchmarking its own gender pay gap performance to those of industry competitors, especially larger Companies who have great influence in the makeup of the Insurance industries workforce. The mean gender pay gap reported by Aviva (UK) was 27.2%, Right Choice Insurance Brokers Ltd reported a mean gender pay gap of 28.23% in 2019, which was a slight increase to 2018 but still remains in line with Aviva (UK).

Right Choice Insurance Brokers Ltd's median gender pay gap in 2019 is 0.00%, demonstrating no gap in median pay; we are pleased this figure has remained unchanged from 2018's report.

The mean gender bonus gap and the median gender bonus gap for Right Choice Insurance Brokers Ltd are relatively large at 41.12% and 41.99%, however this reflects the proportion of men in underwriting positions which due to the responsibilities attract a higher performance bonus.

The proportion of men at Right Choice Insurance Brokers who received a bonus in the 12 months up to 5 April 2019 was 88.46%, and for women this was 80.51%. Whilst we acknowledge there is a gap, it was positive to see a significant improvement from 2018's report.

We are pleased to report an increase in the percentage of female employees whose standard hourly rate of pay places them above the upper quartile. In 2018 this was reported at 33.73% and in 2019 it was reported at 43.18%. This demonstrates the improvement in females entering into more senior positions within the Firm.

3.2 What is Right Choice doing to address its gender pay gap?

Right Choice Insurance Brokers Ltd are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). The Firm invested in the appointment of an experienced Head of HR, who continues to drive the Equal Opportunities agenda.

The Firm recognises the pay gap which exists, in particular between male and females who hold positions which places them in the upper quartile, is a result of there being a greater proportion of men in more senior positions, as well as in roles that attract higher salaries, and not due to unequal pay for different genders working at the same level and in the same jobs. The founding owners of the business are male, which presents a challenge to change the make-up of the Board. However, the Firm has ambitions to continuing growing, as it does it will be in a position to appoint new Senior Leaders and the Firm is committed to eliminating any unconscious biases from the recruitment process and encouraging flexible working at senior levels within the organisation to encourage females to apply for senior positions.

4. Action Plan

Right Choice Insurance Brokers Ltd are committed to initiating an action plan that aims to reduce the gender pay gap in their workplace. The Firm continued to build on the initiatives implemented last year which have started to make some improvements as mentioned in this report, however, we feel confident that further changes and planned initiatives will see continued positive changes.

In the coming year, Right Choice Insurance Brokers Ltd is also committed to:

1. The changes that the Firm made to the structure of the Sales Departments in Q4 2017 have seen a positive impact upon reducing the bonus pay gap, and we anticipate that further changes and initiatives throughout 2018, as well as proposed changes to the structure of the Customer Services Departments, will see continued improvements which will be highlighted in 2020's report.
2. The Firm invested in the appointment of a female Recruitment Manager who has been tasked with reviewing recruitment, selection and internal promotion processes on an ongoing basis. The Firm are committed to creating positive female role models in senior positions across the business and to encourage movement internally, and we anticipate this appointment will improve the percentage of females in the respective quartiles.
3. Continue to be committed to creating a truly diverse and inclusive workplace. The Head of HR has created the necessary resources for the Firm to deliver in-house Equality & Diversity Training to its management and staff. This training will be an integral part of ensuring all staff members follow the necessary protocol regarding equality and diversity in the workplace, and training will continue to be evaluated and monitored in order to maximise impact.
4. Review of current flexible working policies, encouraging flexible working for all employees to encourage shared parental responsibilities.
5. Continue to make improvements to the salary benchmarking and pay review policy. The Firm established a Remuneration Committee to ensure consistency and fairness of approach, who carry out annual pay and benefits reviews and undertake pay grade audits, benchmarking these against Industry comparators.

Right Insurance Brokers Ltd's remuneration policy aims to pay above the market average to attract and retain the best talent.

6. The Firm has invested in a new HR system, which is to be rolled out in Q1 2020. This new system will encompass staff appraisals, performance, attendance and training, which will link with the salary review process. The new process aims to be embedded in 2020.

5. Signatory

I, Darren Joseph, Chief Operations Officer of Right Choice Insurance Brokers Ltd, confirm that the information in this statement is accurate.

Signed:



Date:

23 March 2020