



Gender Pay Gap Report

2023



Foreword

I am pleased to present our Gender Pay Gap report for 2023 which forms an important part of our ongoing commitment to equity and inclusion, and highlights some of the positive progress that has been made since our last reporting period.

Challenges in STEM

Reducing the Gender Pay Gap is a particular challenge in all STEM fields and industries, with women still underrepresented. A recent UK Government study highlighted that [only 29% of the current STEM workforce is made up of women](#). At System C, we sit above the industry average with a 40:60 split women to men, which demonstrates a small improvement on previous years. I acknowledge that more needs to be done to ensure that women are supported in starting and progressing their careers in technology, both here and in the wider industry.

Actions Taken

I am passionate about ensuring that we have a healthy gender and diversity balance in the organisation and in our pipeline of emerging talent. We have taken several actions as an organisation to ensure our people processes are driving equity:

- **Diverse Talent Acquisition:** We have built an internal talent acquisition team with the principal objective of creating diverse sourcing strategies and external talent pools. This team shares my commitment to ensuring our recruitment and selection practices are fair at every stage.

- **Senior Leadership Representation:** We have been making progress within our most senior level roles, with 52% of Senior and Extended Leadership positions now held by women, up from 48% in the last reporting period. In my own leadership team, 3 out of 4 vacant roles were filled by women.
- **Diversity, Equity, Inclusion, and Belonging Committee:** We have recently formed a committee of colleagues from around the business to support all aspects of diversity and inclusion. They share my passion for ensuring that all our people policies and practices are equitable and accessible to all, and I will be sharing the data in this report and working with them to build on the objectives we are targeting for improvement.

Future Plans

As the business continues to grow and evolve, we strive to recruit and retain the very best people, regardless of gender, ethnicity, disability or age. In the coming year, our internal people processes will be reviewed to ensure they continue to promote equity. I look forward to continuing our efforts in this area and challenging ourselves to be better.



Nick Wilson
Chief Executive Officer
System C

Understanding Gender Pay Gap Reporting

What do we mean by Gender Pay Gap?

The gender pay gap is the difference between the average pay of men and women.

What is a Gender Pay Gap Report?

In 2017, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

The report must contain:

- mean and median average hourly earnings and bonus gap.
- proportion of males and females receiving a bonus payment.
- proportion of males and females in each quartile pay band.

Definitions

Mean

The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

Median

The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.

Pay quartiles

Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



Our Results Dashboard

Mean Gender Pay Gap

2023 **6.30%**

2022 **7.60%**

Median Gender Pay Gap

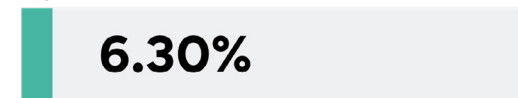
2023 **-2.00%**

2022 **-5.20%**

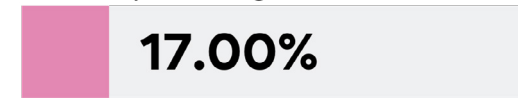
Average Gender Pay Gap Comparison

2023

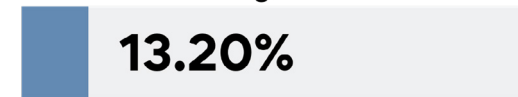
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Industry Average



National Average

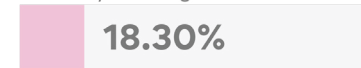


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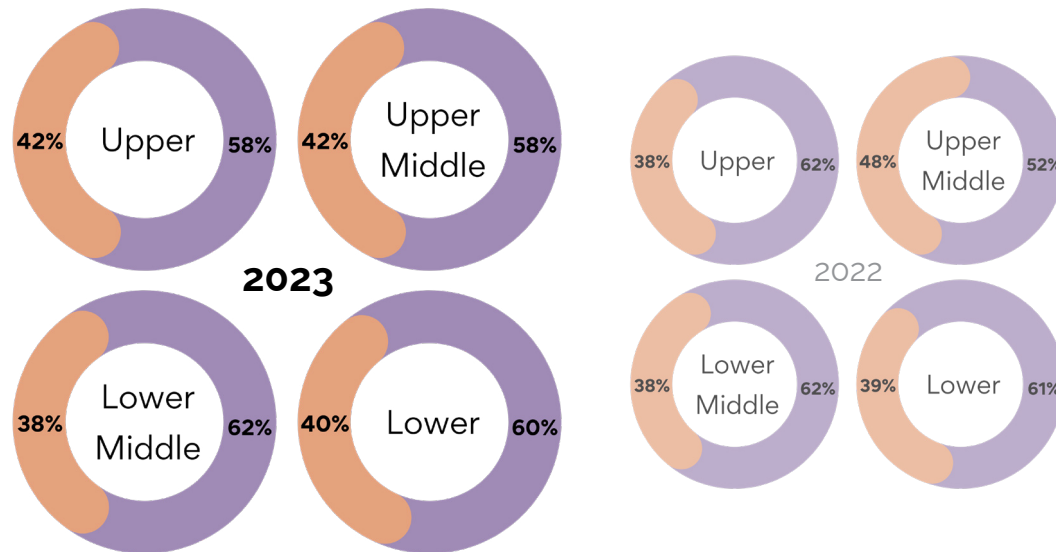
Industry Average



National Average




Pay Quartiles



Need more information?
We're happy to help.

Contact Us

 +44 (0) 1622 691 616

 hello@systemc.com

 www.systemc.com

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