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## Harvey Nash Gender Pay Report 2018



### **Today, Harvey Nash UK publishes its Gender Pay Report.**

Under the government's methodology, which came into force in April 2017, Harvey Nash's mean gender pay gap is 32.2% (national mean: 17.1%) while its median gap is 20.9%, (national median: 17.9%).

The methodology includes temporary agency staff (IT consultants) working on client sites which affects in particular, the bonus proportion. By definition consultants working on hourly or daily rates do not receive a bonus as all benefits are rolled up into the rate. If one excludes agency staff, the bonus proportions are virtually the same for both genders.

Harvey Nash's analysis of its pay and bonus data shows that the gap is largely driven by the fact that there are more men in senior higher paid roles than women and that a significant proportion of these senior roles are Group, Executive Board or Central Services roles. This has the effect of drawing the average pay upwards. Our gender pay gap is not as a result of men and women being paid differently for the same jobs. At Harvey Nash men and women in the same roles are paid the same.

Harvey Nash UK aims to be a meritocracy and was the first recruitment firm to be certified with EY's National Equality Standard, one of the UK's most rigorous and prestigious accreditations for diversity, inclusion and equality.

To be awarded the National Equality Standard (NES) Harvey Nash UK has undertaken a robust assessment against more than forty criteria, over an 18 month period. The assessment was carried out by trained NES assessors who conducted comprehensive interviews and in-depth surveys with over 100 staff, as well as reviewing procedures and documentation and legal compliance.

Over eighty percent of staff responding to the Group's most recent employee engagement survey say they are treated equally regardless of gender, and our own audits verify the EY National Equality Standard conclusion, that for similar roles at Harvey Nash, men and women are paid the same.

While our headline gender pay gap data points out that today there are more men in senior positions than women, future leadership represented in the talent pipeline is encouraging, reflecting 50/50 at the upper middle quartile and at the mid or entry level (middle and lower quartiles) the gap favours women over men. The Group expects that these proportions will trend upwards and be represented in the upper quartile over time.

Harvey Nash is committed to an inclusive culture that rewards people based on merit. We have been at the forefront of the debate into diversity and inclusion and we welcome constructive measures to increase transparency. Our inclusion focus is not only good for our people, but good for our business as we attract and develop the very best talent to lead us into the future.

# KEY DATA

Gender pay gap <sup>1</sup>	Median <sup>3</sup> : 20.9% National <sup>5</sup> : 17.9%	Mean <sup>4</sup> : 32.2% National <sup>5</sup> : 17.1%
Bonus pay gap <sup>2</sup>	Median: 68%	Mean: 52%
Proportion of males and females receiving a bonus	Male: 69%	Female: 63%
Proportion of males / females by pay quartiles		<b>Male</b> <b>Female</b>
	Upper quartile:	69%    31%
	Upper middle quartile:	48%    52%
	Middle quartile:	40%    60%
	Lower quartile:	43%    57%

<sup>1</sup> The gender pay gap is the difference in hourly wages between men and women, expressed as a percentage of male hourly wage.

<sup>2</sup> The bonus pay gap is the difference in yearly bonus payments between men and women, expressed as a percentage of male annual bonus.

<sup>3</sup> The median is calculated by 'lining up' all wages for each gender in order and picking out the wage that sits mid-point between the highest and lowest wage.

<sup>4</sup> The mean is calculated by adding up all wages for each gender, and dividing by the number of wages, to give an average.

<sup>5</sup> 2018 Annual Survey of Hours and Earnings, ONS

We confirm the data reported is accurate.



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