

kubrick

Gender Pay Gap Report 2020



'We believe in creating equal opportunities for all and pushing against barriers that have existed for too long.'

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Despite the unprecedented challenges presented by COVID 19 during 2020, Kubrick continues to be committed to increasing the diversity of the next-generation technology workforce. We do this by continuing to build pipelines of highly trained professionals that help organisations transform to reach their full potential. At Kubrick we are committed to closing the pay gap and recognise that a culture of transparency and openness is key in creating gender parity.

Kubrick looks to improve the gender, racial, religious, and cultural balances in teams, enhancing diversity of thought and enabling our employees to drive change for businesses. We do not believe that this should form a barrier to anyone's career. We support one another, recognise achievements, and celebrate our differences.

One of Kubrick's core values is diversity over homogeneity, and we respect the differences in others and understand the importance of diverse thoughts, experiences, backgrounds, and perspectives when formulating new ideas and creating solutions.

We believe in creating equal opportunities for all and pushing against barriers that have existed for too long. 2020 sees Kubrick's first Gender Pay Gap Report and we are encouraged to report a median pay gap of 0.9%. This can, in part, be seen as a direct impact of our recruitment philosophy. Kubrick aims to hire brilliant minds from all backgrounds to bring a fresh approach and drive diversity within the tech industry and is have committed to hiring cohorts of consultants; of which 40% identify as female. 33% of our current UK workforce are female which exceeds the UK tech sector industry average where women account for only 17%.

Our partnership with Women in Data and Women in Tech UK is a pivotal avenue to connect with women across the industry, where we can listen, learn, and share in order to improve the experiences of those who are already transforming businesses with data, as well as encourage today's graduates and young professionals to join in the technology revolution.

Tim Smeaton & Simon Walker
Managing Partners



Our Data at a Glance..

MEDIAN PAY GAP



MEAN PAY GAP



BONUS MEAN PAY GAP



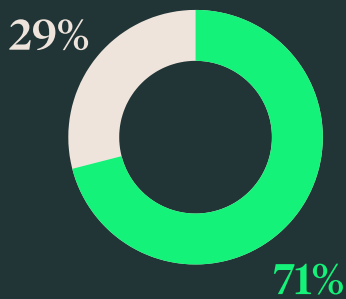
BONUS MEDIAN PAY GAP



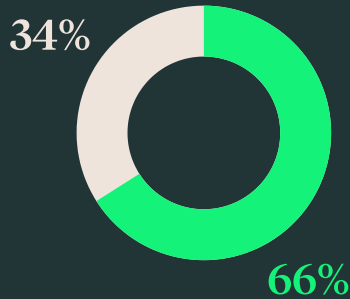
Percentage of men and women in each quartile of Kubrick's pay structure

● Women ● Men

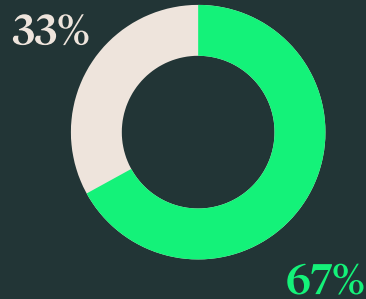
Upper



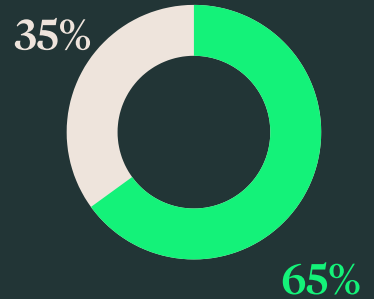
Upper Middle



Lower Middle

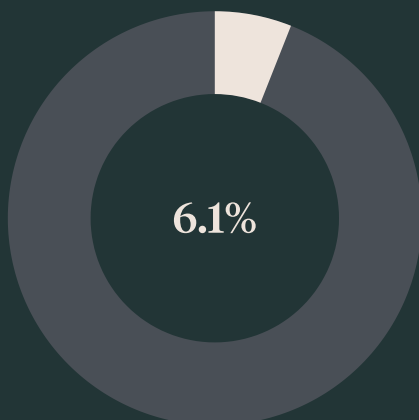


Lower

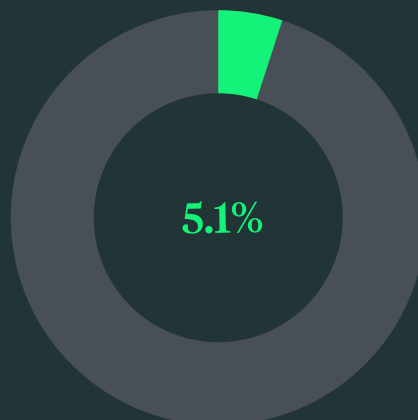


Percentage of men and women receiving bonuses

% women receiving bonuses



% men receiving bonuses



Actions we are taking to address the gap

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Kubrick is committed to continually building a diverse and inclusive workforce. Although we work continuously to improve representation overall, there are still proportionally fewer women working at our senior level roles and in some higher earning departments. Pay and bonuses are higher in these positions, so this imbalance in gender representation results in a gap between mean and median pay and bonuses for men and women.

Roles with higher pay and bonus are male-dominated. For example, in our client and training teams, which tend to attract higher levels of pay, we have more men than women and this contributes to our highest pay gap. Client roles, where pay is weighted heavily towards commission bonuses, are predominantly still carried out by men.

Despite this we currently have 29% of women in our higher quartile pay bracket and we are pleased that our bonus pay gap sits at just -3.6%. Kubrick is also proud that the proportion of females receiving a bonus stands at 6.1% compared to males at 5.1%.

The action we're taking to continue to reduce the gap includes continuously looking at our attraction and recruitment practices. We want to be an attractive employer for women at all levels, whether they are joining us as a consultant in training or as an experienced hire in our HQ and ensure we have diverse pools of applicants and assessment panels whenever possible.

Linda Macdonald
HR Director

We focus on identifying high-potential people, ensuring they have robust career and development plans. We want to make sure that women stay with Kubrick and are working hard to ensure women have excellent opportunities to progress their careers especially when they return from periods of family leave. In 2020, we introduced a new maternity policy to include a returners bonus to encourage those who have been on maternity leave to return and continue to grow with the organisation.

We look forward to launching our 2021 leadership training programmes to further develop our people. By retaining and developing our female talent, the gap will become narrower and by focusing on a better balance at every level we can reduce the time to close the gender pay gap.

We fully recognise that this is a journey and that it will take many years of investment and leadership to enable lasting change, but we firmly believe that our commitment and actions to drive this topic are having impact. We are committed to expanding our pipeline of talent, empowering and retaining our people through an inclusive culture, and supporting our clients through the supply of diverse talent.

I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.



Awards, Sponsorships, and Partnerships



ECI GROWING BUSINESS AWARDS
B2B BUSINESS OF THE YEAR



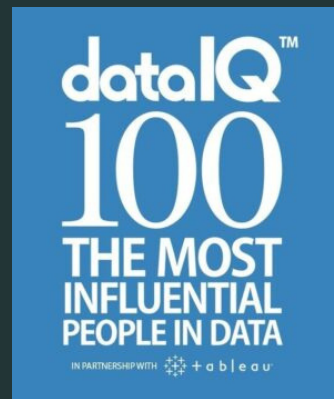
WOMEN IN TECHNOLOGY



WOMEN IN DATA



SUNDAY TIMES FAST TRACK 100



DATAIQ 100 THE MOST INFLUENTIAL
PEOPLE IN DATA