

kubrick

Gender Pay Gap Report 2023



kubrick



"If we are truly looking to make changes in the workforce dynamic in the tech industry then understanding and addressing the gender pay gap is imperative for Kubrick to make strides towards making this aim a reality."

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Gender imbalance across the tech sector continues to be an ongoing challenge, highlighting the disparities in opportunities and outcomes that continue to affect women in the workforce. Publishing this report reflects our ongoing commitment to transparency, fairness, and progress in striving to address this.

According to the 2023 Women in tech survey, 26% of the UK tech industry is made up of women, and while this number continues to be on the rise the gap is not closing fast enough. We believe a way to address this is to highlight successful female role models in the tech space who have grown their careers, diversified their skill sets and are the driving force for making real change in the industry. That's why we are investing heavily into our newly developed tech career frameworks due to launch in early 2024, and our new Women's development programme, TrailblazeHER. This programme will accelerate our high potential female talent, connecting them with our Executive team and creating a peer mentoring group. Through this and our many other initiatives, such as Elevate, our women's network, we are committed to inspiring a new wave of talent to join Kubrick and enter the tech space.

If we look at Kubrick's numbers for 2023, we are incredibly pleased to report a large decrease in our median gender pay gap from 0% to -25%. This big shift is the result of the many initiatives, hard work and dedication our business has shown to making our gender equality aims a reality. For 2023 we have seen a small rise in our mean pay gap, rising from 0% in 2022 to 0.4%, which is a result of a small increase in our junior female population. Whilst we have seen a small increase in our mean salary pay gap, we are delighted to report a significant decrease in our mean bonus pay gap which currently sits at 33.2%, down from 62.8% in 2022.

We have also seen a large decrease in our median bonus pay gap from -52.5% in 2022 to -42.9% in 2023. This decrease is due to an increase in tenure of our female employees which is a positive indication to us that our internal efforts to help our female employees realise their long-term career potential with a Kubrick is coming to fruition.

Although the Gender Pay Gap is only reported in relation to our UK business, we hold our global leaders accountable for creating a cohesive, supportive, and representative culture. To that end all our development programmes are global and once we reach the required numbers for our US business, we intend to apply the same Gender Pay Gap reporting principles to ensure we can remain equitable globally.

In conclusion, this report illuminates the real reality of the gender pay gap, underscoring its status as more than just a statistical measure. We take our responsibility as shapers of the technology workforce of the future very seriously. We set Kubrick up to give talented individuals from all backgrounds access to the careers of the future and in doing so, to re-shape the demographics of the next generation technology industry. By fostering a workplace culture that values fairness and meritocracy, implementing transparent pay structures, and advocating for policies that support gender equality, we continue to strive towards closing the gender pay gap and building a more equitable future for all.

Tim Smeaton & Simon Walker
Managing Partners & Founders



Our Data at a Glance...

MEDIAN PAY GAP



MEAN PAY GAP



BONUS MEAN PAY GAP



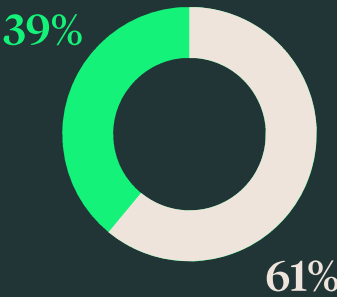
BONUS MEDIAN PAY GAP



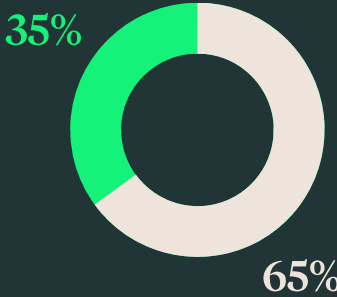
Percentage of men and women in each quartile of Kubrick's pay structure

● Women ● Men

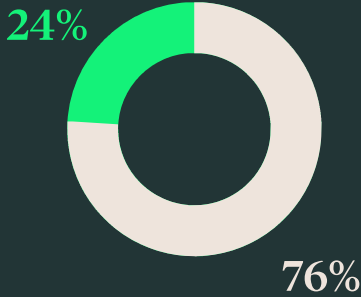
Upper



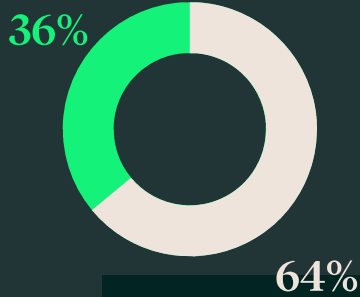
Upper Middle



Lower Middle

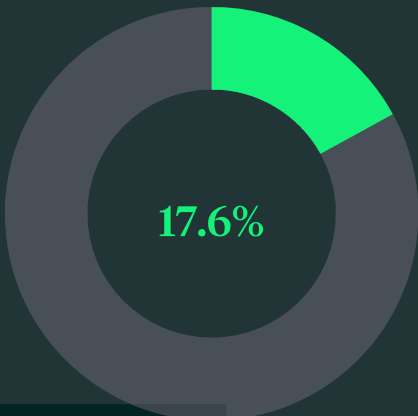


Lower

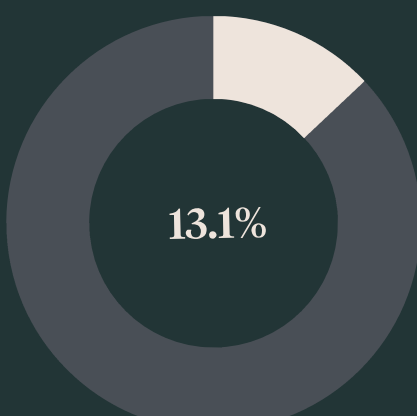


Percentage of men and women receiving bonuses

% women receiving bonuses



% men receiving bonuses



"Our organizational goal is to recruit and nurture top-tier talent irrespective of their backgrounds or identities."

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Recognizing the importance of gender diversity and pay equity in driving organizational success and employee satisfaction, necessitates our commitment to actively engage and support our employees throughout their professional journeys, ensuring they have access to the necessary resources to realize their full potential.

By understanding the nuances of the gender pay gap, we can develop targeted strategies to address inequities, promote diversity, and cultivate an inclusive culture where every individual is valued and rewarded fairly for their contributions. This report serves as a testament to our commitment to continuous improvement and to fostering a workplace where all employees can thrive and reach their full potential, irrespective of gender.

Diversity, equity, and inclusion (DEI) are crucial components in addressing the gender pay gap and we hope some of our latest DEI initiatives continue to promote fairness and equality in the workplace by challenging systemic biases and fostering an environment where all individuals, regardless of gender or other identities, have equal access to opportunities, advancement, and fair compensation ultimately narrowing the gender pay gap. Addressing the gender pay gap through a DEI lens not only benefits individuals but also contributes to building more equitable and sustainable workplaces and societies as a whole.

With this in mind we are pleased to announce a new female development programme for 2024, TrailblazeHER. TrailblazeHER is an accelerator programme for women and non-binary HQ staff at Kubrick globally. We are committed to having equal representation in our senior roles. 34% of these roles are currently held by women and the TrailblazeHER programme is one of the actions we are taking to get this to 50%.

TrailblazeHER is a 12-month development programme designed to provide aspiring business leaders with wider commercial knowledge and career development tools. We hope to be able to report on the success of this new initiative in future reports.

We have also launched a leadership development programme which is aimed at developing our management capability across all levels of the organisation,

We are also delighted to announce that across the last year we have also increased our employee resource groups. We have Elevate, our female and non-binary network; LGBTQubrick and our Working Parents Network. We have plans in place to expand our resource groups further in 2024.

In terms of racial diversity, we partnered with 10,000 Black Interns in 2023 to trial our first paid internship programme. 10,000 Black Interns' aim is to transform the horizons and prospects of young Black people in the UK by offering access to paid internships, as well as world-class training and development. At Kubrick our business model supports career acceleration, and the launch of the internship programme gives us another opportunity to contribute to early careers development whilst upholding our strong commitment to diversity, equity and inclusion.

Recruitment processes also play a significant role in influencing the gender pay gap. These processes shape the composition of the workforce, impacting the diversity and gender balance within our organization from the outset. Biases in recruitment, can lead to unequal opportunities, resulting in disparities in representation across different roles and levels within the company. Therefore, addressing biases, promoting transparency, and implementing fair and equitable recruitment practices are essential steps in narrowing the gender pay gap and fostering greater diversity and inclusion within organizations. We have really leaned into this, continuously evaluating our recruitment approach to ensure its fair and equitable across the business and making sure we can demonstrate diverse role models across the business.

In conclusion, this report serves as a call to action for our organization to redouble its efforts in addressing the gender pay gap. Through targeted initiatives aimed at promoting transparency, reducing biases, and fostering a culture of fairness and equality, we can pave the way towards closing the gender pay gap and building a brighter, more inclusive future for all. It is only through collective action and unwavering commitment that we can truly achieve gender equality and create workplaces where everyone can succeed.

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

Linda Macdonald
HR Director



"It has been an exciting year for diversity and inclusion at Kubrick Group."

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Now, in addition to ELEVATE our network for women and non-binary people, we are pleased to have two other active and thriving staff networks. LGBTQKubrick+ is our community for LGBTQ+ team members and allies and works to progress LGBTQ+ inclusion at Kubrick. We were also pleased to launch our Working Parents Network, a space we created for parents or anyone with responsibility for the care of a child or children of any age, those thinking about becoming parents and allies. There are others in the pipeline as well that I can't wait to share with you.

Highlights of the year for me include Kubrick marching at Pride in London for the very first time. I am proud of our continued commitment to learning and education across the year with particular emphasis the quality of conversations we have had across the year and our continued commitment to showcasing lived experiences and telling stories that reflect the world around us.

Our work on diversity, inclusion and belonging is ongoing and I am pleased about the memberships and partnerships that support that journey. Kubrick are now members of enei, the Employers' Network for Equality and Inclusion who specialise in helping employers build and maintain diverse teams and inclusive cultures. We also partner with Neurodiversity in Business who work to improve the working lives of neurodivergent people. Kubrick also adopted The Halo Code as a commitment to members of the Black community at Kubrick that they have the freedom and security to wear all afro-hairstyles without restriction or judgment.

This year we are also pleased to publish Ethnicity Pay Gap data for the first time. While it is not currently a statutory requirement to report on our ethnicity pay data, we believe this is an important step on our journey towards greater equality and also effective anti-racism. It is important for us to know the difference in the average pay between members of our team who are part of minoritised ethnic groups and our White team members. It is also important to us to ourselves accountable by being transparent about our findings not only internally, but externally as well.

Our calculations show that our mean hourly ethnicity pay gap is 11.7% and our median hourly ethnicity pay gap is 2.9%. Both the mean and the median ethnicity pay gap calculations tell us that, on average, colleagues who identify as being from a minoritised ethnic background at Kubrick are earning less than their White colleagues. We have work to do to understand and address the underlying causes of this pay disparity.

Our ethnicity bonus pay gap calculations were also interesting to review and analyse. Our mean ethnicity bonus pay gap was -42.3% and our median ethnicity bonus pay gap was -60%. On the surface, the mean average seems a strong indicator that colleagues from minoritised ethnic backgrounds are outearning White colleagues when it comes to bonuses.

However, as with any data of this kind, the headlines only tell us so much. When we looked more closely at the numbers, we noted that firstly that the size of the population receiving bonuses was significantly smaller than the population considered in the overall paygap calculations. This could be part of the cause of the higher variance here. We also noted the presence of outliers which skewed the data. We will continue to look at these metrics across the year.

We will continue to publish our Ethnicity Pay Gap Report every year from now on and commit to continuing to analyse and assess our levels of pay equality, the balance of colleagues at different pay grades, and how effective we are at nurturing and rewarding talent. We also continue our work to ensure that Kubrick continues to be a place where everyone, regardless of background can thrive and be successful at work.

Dana James-Edwards
Head of DEI



Ethnicity Pay Gap Results

MEDIAN HOURLY PAY GAP



MEAN PAY GAP



BONUS MEAN PAY GAP



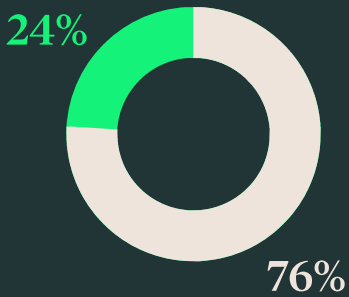
BONUS MEDIAN PAY GAP



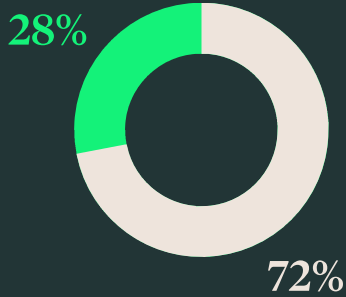
Percentage of team members by ethnicity in each quartile of Kubrick's pay structure

● Minorities Ethnic Groups ● White

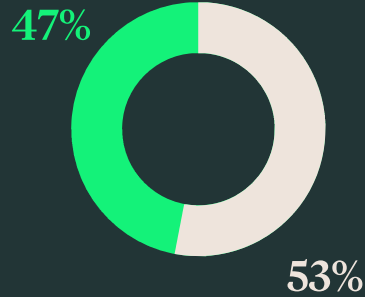
Upper



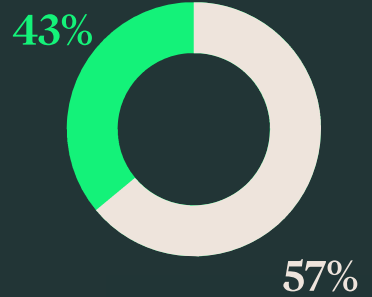
Upper Middle



Lower Middle

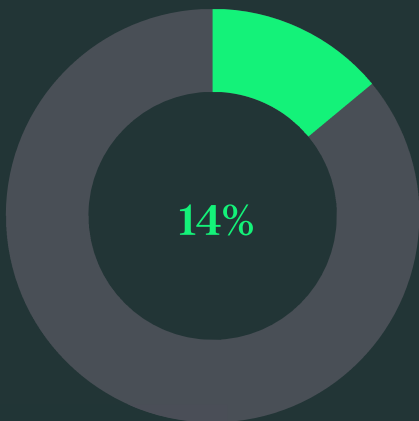


Lower

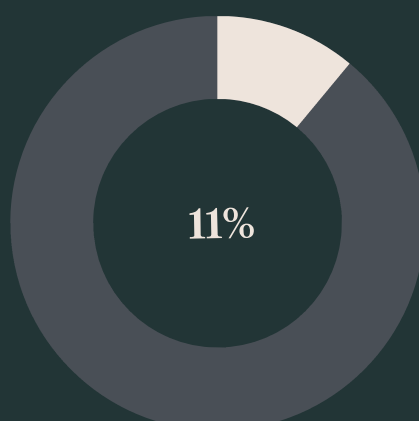


Percentage of team members receiving bonuses

% White



% Minoritised Ethnic Groups



Partnerships

Diversity Partnerships:



WOMEN IN DATA PARTNERSHIP



NEURODIVERSITY IN BUSINESS MEMBERSHIP



DISABILITY CONFIDENT COMMITTED

Tech Partnerships:



Business and Employer Awards and shortlists



FINANCIAL TIMES 100 AWARD - EUROPE'S FASTEST GROWING COMPANIES 2021



DATAIQ 100 AWARD - TOP 100 MOST INFLUENTIAL PEOPLE IN DATA 2021



SUNDAY TIMES FAST TRACK AWARD - TOP 100 GRADUATE EMPLOYERS 2021, 2022, 2023



ECI GROWING BUSINESS AWARD - GROWING BUSINESS OF THE YEAR - TURNOVER £25M-£45M



ECI GROWING BUSINESS AWARD - MARKET DISRUPTOR OF THE YEAR 2021



ECI GROWING BUSINESS AWARD - EMPLOYER OF THE YEAR 2022



THE LDC AWARD: TOP 50 MOST AMBITIOUS BUSINESS LEADERS 2021



FE&E GROWTH 100 AWARDS 2022 - 37TH FASTEST GROWING PRIVATELY OWNED BUSINESS IN THE UK



SHORTLISTED FOR DATAIQ AWARDS 2022 - BEST DATA OUTREACH PROGRAMME FOR THE WORK WE DID WITH MEDICAL AID FILMS AND BEST DATA GRADUATE EMPLOYER



SHORTLISTED FOR THE FE&E GROWTH 100 AWARDS 2023



SHORTLISTED FOR WOMEN IN TECH'S BEST GRADUATE EMPLOYER FINALIST - 2022



SHORTLISTED FOR MANAGE HR EUROPE MAGAZINE - 'TOP 5 DIVERSITY AND INCLUSION SERVICE PROVIDERS IN UK 2023'



UK FAST GROWTH 50 INDEX 2023 AS WELL AS BEING SHORTLISTED FOR-FASTEST GROWING PEOPLE SERVICES FIRM IN LONDON



SHORTLISTED FOR WOMEN IN TECH EXCELLENCE 2023 FOR BEST GRADUATE EMPLOYER AND BEST EMPLOYER FOR TRAINING