



Gender Pay Gap Report 2024

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INTRODUCTION



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Welcome to the Gender Pay Gap Report for Cappfinity. At Cappfinity, we are dedicated to fostering a culture of inclusion, equality, and diversity within our organisation. We firmly believe everyone in Cappfinity deserves equal opportunities to thrive, regardless of gender. Our commitment to empowering people to reach their full potential lies at the heart of our ethos.

In this report, we aim to present our gender pay data transparently, reflecting our ongoing efforts to promote fairness and equity in the workplace. Through this disclosure, we strive to not only comply with regulatory requirements but also to drive meaningful conversations and actions towards achieving gender equality. We remain dedicated to addressing any disparities and fostering an environment where all employees are valued and compensated fairly, regardless of gender.

WHAT IS THE GENDER PAY GAP?

In line with the UK Government's gender pay regulations, employers in the UK with more than 250 employees must report their gender pay gap. It is important at the outset to clarify the difference between equal pay and the gender pay gap. The principle of equal pay has been part of UK law since 1970 and the Equality Act came into force in 2010. Gender Pay Gap Regulations came into effect from 2017.

At Cappfinity, we value and uphold this principle and are committed to the belief that individuals should be compensated equitably based on their role and skills.

Equal Pay means that men and women in comparable positions receive the same pay for doing the same work.



A Gender Pay Gap measures the difference in the average hourly pay of men and women across all roles regardless of the nature of their work.

CAPFFINITY GENDER PAY GAP

Cappfinity

On the snapshot date, our mean UK gender pay gap was 13.2% while our median gap was 34.3%. Like many other companies, we believe our mean gender pay gap is largely due to the greater representation of female employees in our lower and middle-paid roles. With respect to bonuses, whilst more males received a bonus at Cappfinity, the median and the mean bonus payments are slightly higher for female employees.

Cappfinity UK	Median	Mean
Gender Pay Gap	34.3%	13.2%
Gender Pay Bonus Gap	-3.9%	- 5.6%

Proportion of the workforce that received a bonus	53.2% 	64.3% 
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Mean: difference between the average male salary and the average female salary. This average is calculated by taking the total hourly pay for all female employees and dividing it by the total number of female employees. We do the same for our male employees and calculate the difference.

Median: If you were to line up all our female employees in order of earnings, the salary of the female in the middle is the median female salary. Comparing this to the median male salary provides the median gender pay gap.

PROPORTION OF MEN AND WOMEN IN PAY QUARTILES

The gender proportion within Cappfinity's workforce in the UK.



51.77%



48.23%

The table below shows employees' pay by quartile (dividing the workforce equally into 4 sections) for Cappfinity. It shows that there is a higher proportion of men compared to women in the upper two pay quartiles and a higher proportion of women compared to men, in the lower two pay quartiles. Again, this is likely to be because the majority of our Zero Hour Employees who fall within the lower quartile are female.

Gender	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Men	52%	62%	42%	38%
Women	48%	38%	58%	62%

CAPPFINITY'S ACTIONS TO CLOSE THE GENDER PAY GAP:

- Support for women returning to work through shared parental leave, part-time, remote working (including working from home) opportunities – we have updated our guidance on supporting employees returning from maternity or adoption leave. Our Maternity Pay Policy provides for 6 weeks at 100% pay and 3 weeks at 50% pay.
- We continue to encourage men to take advantage of flexible working arrangements which enables them to fulfil their caring responsibilities, such as shared parental leave and part-time working. Our Paternity Pay Policy provides for 2 weeks at 100% pay.
- We are in the process of revamping both our internal and external recruitment advertising procedures. Our goal is to make it easier for everyone in our organisation to find job openings at Cappfinity. This includes providing detailed information about internal positions across different departments, direct access to job postings, and clear instructions on how to apply. These updates give our employees more opportunities to explore other career paths within Cappfinity and enable hiring managers to connect with a broader range of potential candidates. In essence, these improvements highlight our dedication to nurturing talent within our organisation and promoting inclusivity throughout.
- We have established a specialised employee health strategy aimed at addressing various health concerns among our staff. This initiative aims to enhance awareness, implement supportive policies and resources, equip our managers with relevant skills, and advance gender equality within our organisation. Specifically, our Menopause Policy in the UK outlines the assistance provided to employees experiencing menopause symptoms, along with guidance and resources for managers and colleagues. Additionally, our Miscarriage and Stillbirth Policy in the UK formalises the support offered to employees who have faced miscarriage or stillbirth.