

# Gender Pay Gap 2024 Report

**inspiredthinking**  
GROUP

**teamitg** **storyteq**

**At Inspired Thinking Group, we are passionate about continuing to develop our diverse and inclusive organisation that supports everyone to achieve their full potential.**

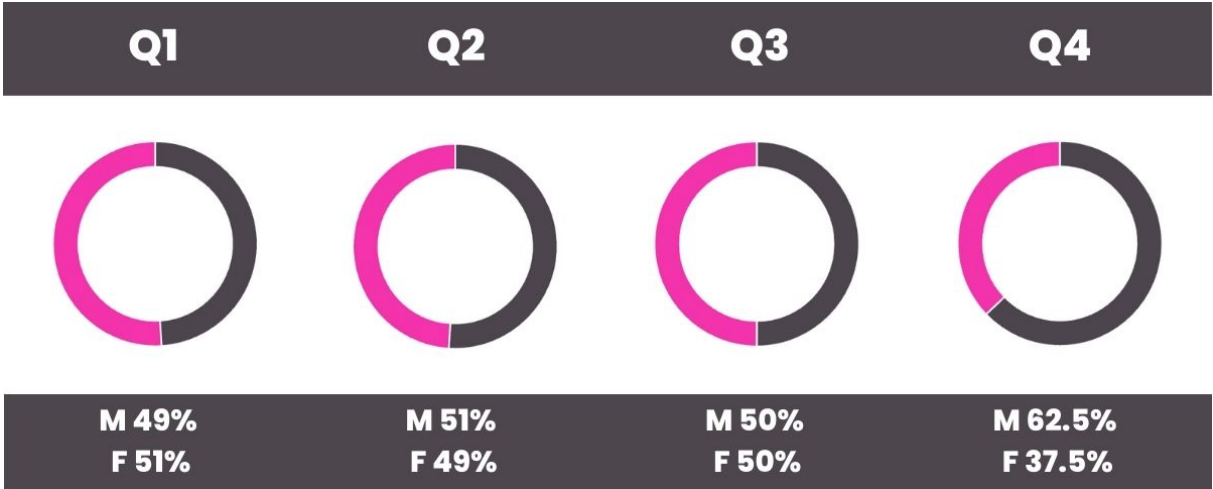
**What is gender pay gap reporting?**

Since 2017 all organisations with more than 250 employees need to publish their gender pay gap data. This data shows the differences in the average hourly pay between men and women, as of 5th April 2023.

We pride ourselves in paying men and women equally for work of equal value – those doing the same or similar jobs.

**How did we do?**

Quartiles 1, 2 and 3 have the most even gender distribution at 49% male to 51% female, 51% male to 49% female and 50% male to 50% female respectively. Women are now more equally represented in these groups, as you can see from these infographics. Quartile 4 sees a small decrease of 1.5% female compared to the previous year.



**What the report tells us**

In Quartile 3, which represents mid-level management roles, we have achieved a 50/50 split between male and female employees, which is an improvement from the previous year. We launched our Women in Tech Together community group, and reviewed our benefits to encourage more female applicants into our pipeline. Examples of these include the enhancement of our Fertility Treatment Leave policy, and awareness of our Menopause policy, with the support of our Stella App. We also reviewed our Family Leave policies to provide enhanced financial support to all employees.

Gender Pay Stats		
	Mean	Median
Pay Gap	14%	7%
Bonus Pay Gap	24%	-25%

**What about bonuses?**

ITG only pays bonuses to employees on structured schemes and who are generally in Quartiles 2 and 3. We rarely pay ad-hoc or discretionary bonuses.

Over the period April 2022 to March 2023, 9% men and 13% women received bonus payments. For the same period, the median female bonus is 25% greater than the male equivalent.

**What are we going to do?**

At Inspired Thinking Group, we employ the best people for the job irrespective of their gender, ethnicity or beliefs. We're proud of the diversity within the company, and despite good progress over the past few years, there is still more we can do, including:

- A further review of entire benefits package, including family friendly policies.

- Continue to promote our internal Together Groups to encourage employees to work collaboratively in an open forum where they feel safe to express themselves and grow in confidence - these groups are currently managed by our Diversity and Wellbeing Champions. We have expanded our groups from Women in Tech, Neurodiversity, LGBTQ+ and Working Parents & Carers, and have now launched Muslims Together, Men's Health Together, Black ITGers Together and Women's Health Together.
- A review of our HRIS to support automated Personal Development Processes to ensure every employee has a career review at least annually to feel supported and encouraged in their growth and ambitions.
- The promotion of our recently implemented Learning and Development platform, so all employees have access to any training requirements and requests to advance their skills.
- Promote internal Management training opportunities to ensure managers approach their teams with best practices.
- Continue to recruit the best talent based on skills and ability, using language recognition software and partnering with Stonewall to ensure recruitment adverts are gender neutral, and ensure everyone involved in the recruitment process is trained to avoid unconscious bias in line with the ITG Recruitment & Selection Policy.
- We request demographic data from all candidates applying for roles within ITG, including gender. Although this is not mandatory to complete, the most recent report shows that out of 5,564 applicants who did complete it, 44.7% were female. We will continue to monitor this going forward.

We are already working to bring greater gender balance to our business, and we see this as critically important to the success of Inspired Thinking Group in attracting and keeping the best talent in our industry.



Simon Ward, Group CEO