



Gender Pay Report 2022



Our Gender Pay Report

At Chess we are committed to creating a fair, ethical and diverse place to work. We have a diversity statement in our Blueprint so that it is documented for all to see:

“To be fair, inclusive and treat others as they would wish to be treated, showing respect for differences in race, ethnic origin, religion, faith, marital status, disability, age, sex, sexual orientation, gender identity, social and educational background, creating a culture where all forms of diversity are valued.”

UK companies with over 250 employees are required to report on their gender pay gap

It's a very important step forward because if companies are transparent about pay, and can find the root cause of any pay gap, they can build businesses that reflect society.

The Gender Pay Gap is the difference between the earnings of all men in our business, compared to the earnings of all women in our business, regardless of their role.

It's different to equal pay which means that men and women who do similar jobs are paid the same. It's a legal requirement to pay people equally and something that we review regularly at Chess.



Introduction to the Figures

Like many other companies in the technology sector, there are some key drivers behind the Gender Pay Gap at Chess. We have more men in specialist technical roles (which attract higher salaries) than women.

More of our women work part time and we have less women in Technology, IT and Development roles which again attract higher salaries. These factors make it more difficult to address the gender pay gap.

We hope that over time more women will develop the technology skills to work in the senior technical roles, this must come from education, training and a change in perception.

Overall Pay Gap

Mean



22.0%

The mean gender pay gap is the difference in the average hourly pay for women, compared to men.



Median



18.1%

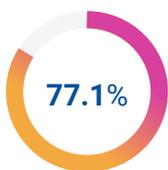
The median is the midpoint when you line up all men and women's pay in our business separately, from lowest to highest and compare the hourly rate of pay for the middle woman, compared to the middle man.

Gender Profile by Pay Quartiles

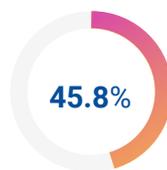
	Proportion of Male Colleagues	Proportion of Female Colleagues
In our Lower Pay Quartile	55.6%	44.4%
In our Lower Middle Pay Quartile	70.0%	30.0%
In our Upper Middle Pay Quartile	73.8%	26.3%
In our Upper Pay Quartile	81.3%	18.8%

We can see a high number of men in the upper quartile where salaries are higher. In 2021, there was an increase of 3.75% in females moving to the upper quartile and we continue to focus our attention on supporting females to move to the middle and upper quartiles. The lower quartile has an even split of men and women.

Bonus Gap & Payments



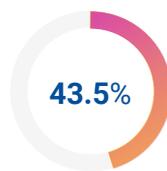
Male percentage that were paid a bonus.



Mean gender pay gap for bonus as % of men's pay



Female percentage that were paid a bonus.



Median gender pay gap for bonus as % of men's pay

We can see a minimal difference in the percentage of men and women who received a bonus, but we can see a big gap with our mean data. Again, this boils down to having more men in senior and specialist roles earning higher salaries, which has lowered the average bonus for women compared to men. Bonus payments also include sales commission, and historically technical sales is an area where there are more men than women. However, Chess is working pro-actively to attract and recruit women in these areas.

Our Gender Pay Gap

Chess has a mean pay gap of 22.0% and a median pay gap of 18.1%. Our pay gap improved in 2021, with a reduction in the mean pay gap of 7.03% and median pay gap of 4.20%, compared to 2020. The latest available Gender Pay Report from the Office for National Statistics reports among all employees, the gender pay gap increased to 15.4% in 2021, from 14.9% in 2020, but is still down from 17.4% in 2019.

At Chess, we know we must continue to work hard to improve our pay gap. We know where our most significant areas of disparity are, and we're committed to making a difference. At Chess, a third of our workforce are women, and this is similar in our more senior roles in the middle quartiles, which we know attract higher salaries.

In 2021 there has been an increase in the number of women moving from the lower pay quartile into the middle quartiles. This has improved the gender pay gap in that quartile. However, we know we must continue this trend to ensure we balance the number of men and women in our more senior and specialist positions.

