



Gender Pay Gap Report

2022/23

Foreword



A handwritten signature in black ink that reads "Mark Turner".

Mark Turner

Telecom Division
Managing Director



As a provider of essential infrastructure services to the telecom sector, we enable the biggest names in telecommunications to bring their services to their customers. To do this effectively, we need to attract, retain, and develop great people.

The Telecom Division is therefore committed to creating an inclusive environment where differences are embraced, and individuals are treated fairly. We believe that ensuring our people have an equal opportunity to thrive is a key contributor to sustainable growth and success.

Our annual employee survey allows our people to provide invaluable feedback, which – amongst other important actions – helps us ensure that our approach to inclusion is being lived within our operations. We utilise this insight to continually evolve our practices and ensure that we take positive steps forward.

I hope that you find this report insightful.



Since 2017, all UK organisations are required to report annually on their gender pay gap.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from Financial Year 2023, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It includes pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money.

How are the pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

Understanding the Gender Pay Gap Gender Pay Definition

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority – across an entire organisation, business sector, industry or the economy as a whole.

It can be driven by the different number of men across all roles. The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.



How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of more than 706 employees. This data includes many different roles that bring a variety of rates of pay.

Gender Pay Gap & Bonus Gap

Morrison Telecom Services

	2022 Return		2023 Return		Difference	
Mean Gender Pay Gap	26.38		20.98		-5.40	
Median Gender Pay Gap	21.78		21.51		-0.27	
Bonus Mean Gender Pay Gap	72.49		45.57		-26.92	
Bonus Median Gender Pay Gap	34.38		22.99		-11.39	

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Proportion Receiving Bonus	13.85	14.33	45.90	48.88	32.05	34.55

Quartiles

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Lower Quartile	56.88	43.12	62.50	37.50	5.62	-5.62
Lower Middle Quartile	26.61	73.39	23.78	76.22	-2.83	2.83
Upper Middle Quartile	16.51	83.49	18.88	81.12	2.37	-2.37
Upper Quartile	15.74	84.26	20.28	79.72	4.54	-4.54

The gap in mean / median pay has decreased and remains relatively low, reflected in the increase in female representation across the upper middle and upper quartiles of the workforce.

The gap in mean / median bonus has decreased and is comparably lower than our other fixed network business.

The proportion of males and females receiving bonuses has increased and remains broadly equal. This is likely as a result of the wider introduction of profit share arrangements.

Magdalene

	2022 Return		2023 Return		Difference	
Mean Gender Pay Gap	22.43		14.78		-7.65	
Median Gender Pay Gap	24.61		17.64		-6.97	
Bonus Mean Gender Pay Gap	21.96		18.79		-3.17	
Bonus Median Gender Pay Gap	-33.35		-1.56		31.79	

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Proportion Receiving Bonus	21.05	42.91	59.77	58.33	38.72	15.42

Quartiles

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Lower Quartile	45.56	54.44	35.35	64.65	-10.21	10.21
Lower Middle Quartile	11.11	88.89	23.47	76.53	12.36	-12.36
Upper Middle Quartile	12.22	87.78	14.14	85.86	1.92	-1.92
Upper Quartile	13.48	86.52	15.31	84.69	1.83	-1.83

The gap in mean / median pay has decreased and remains relatively low, reflected in the decrease of female representation in the lower quartile and increase in female representation across the lower middle, upper middle and upper quartiles of the workforce.

The mean bonus gap has decreased, and whilst the gap in median bonus has increased, it remains a negative figure in favour of female employees.

It is of note that the proportion of females receiving bonuses has increased which is likely reflective of the wider introduction of performance-related pay and profit share.

Avonline

	2022 Return		2023 Return		Difference	
Mean Gender Pay Gap	10.91		13.54		2.63	
Median Gender Pay Gap	1.27		9.55		8.28	
Bonus Mean Gender Pay Gap	100.00		83.57		-16.43	
Bonus Median Gender Pay Gap	100.00		83.27		-16.73	

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Proportion Receiving Bonus	0.00	1.73	12.03	21.63	12.03	19.90

Quartiles

	2022 Return		2023 Return		Difference	
	%F	%M	%F	%M	%F	%M
Lower Quartile	20.65	79.35	23.74	76.26	3.09	-3.09
Lower Middle Quartile	11.41	88.59	15.60	84.40	4.19	-4.19
Upper Middle Quartile	16.85	83.15	11.42	88.58	-5.43	5.43
Upper Quartile	9.24	90.76	9.63	90.37	0.39	-0.39

The gap in mean / median pay has increased since the last return but remains comparably low. This is generally reflective of the workforce profile – which sees a larger proportion of male employees – coupled with a large increase in headcount to support the business' growth.

The gap in mean / median bonus has decreased and the proportion of females receiving bonuses has increased, however the bonus gap remains high. The change in female representation across the quartiles will likely have impacted this, in conjunction with a slower roll out of performance-related pay schemes to a wider population of staff.

Waldon

	2022 Return		2023 Return		Difference	
Mean Gender Pay Gap	23.96		21.05		-2.91	
Median Gender Pay Gap	30.22		26.51		-3.71	
Bonus Mean Gender Pay Gap	100.00		75.52		-24.48	
Bonus Median Gender Pay Gap	100.00		90.91		-9.09	

	2022 Return		2022 Return		Difference	
	%F	%M	%F	%M	%F	%M
Proportion Receiving Bonus	0.00	1.98	12.73	3.81	12.73	1.83

Quartiles

	2022 Return		2022 Return		Difference	
	%F	%M	%F	%M	%F	%M
Lower Quartile	56.76	43.24	62.50	37.50	5.74	-5.74
Lower Middle Quartile	27.78	72.22	28.21	71.79	0.43	-0.43
Upper Middle Quartile	13.89	86.11	20.00	80.00	6.11	-6.11
Upper Quartile	22.22	77.78	28.21	71.79	5.99	-5.99

The gap in mean / median pay has decreased as we have seen an increase in female representation across all quartiles of the workforce.

The gap in mean / median bonus has decreased and the proportion of females receiving bonuses has increased, however the bonus gap remains high.

Eligibility for bonus in Waldon is currently constrained to the senior management team which has a greater proportion of male employees, however the wider introduction of performance-related pay and profit share schemes is planned.

Our Focus

Since returning from the Covid-19 pandemic, we have sought opportunities to take advantage of new ways of working which included a change in focus towards 'outputs', rather than 'inputs'. Not only has this enabled people to work in a more agile manner, but it has also allowed us to increase the number and variety of job roles which attract performance-related pay.

Whilst we believe these two key activities are positively impacting our gender pay gap, we continue to utilise our annual employee survey to help shape our people agenda. Coupled with an alignment to working practices of other M Group Services Divisions, we will continue our work on:

- Job consolidation and alignment to improve the clarity of our roles, increase awareness of career opportunities and improve accuracy of benchmarking.
- Increased throughput of emerging talent via apprenticeship and graduate routes, making better use of outreach programmes like STEM.
- Wider rollout of our talent process to accelerate the development of high potential employees and change the workforce profile of our management teams.
- Enhancement of policies which attract and retain a more diverse workforce, including our position on maternity, paternity, adoption and shared parental leave.

This evolution of our working practices will help us to continue cultivating an inclusive environment where our teams have an equal opportunity to thrive. Ultimately that will help us attract, retain and develop great people.



Chris Priest

Telecom Division
HR Director



Gender Pay Gap Report

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