

Insights Learning and Development

UK Gender pay gap report

April 2020



Introduction

At Insights, our core purpose is to create a world where people truly understand themselves and others and are inspired to make a positive difference in everything they do.

Valuing diversity is at the core of our products and services as a learning organisation.

We value the unique characteristics each person brings to work each day and are committed to cultivating a diverse and inclusive working environment that reflects the communities we serve.

Our people are the heart of our business and integral to our success. We continue to place great importance on diversity and will endeavour to improve where required to exceed expectations.

While 56.95% of our employees are female, including strong female representation at Executive level, our gender pay gap is currently higher than the UK median,¹ indicating that there is more we can do. That is why we are taking decisive action in the coming years to close the gap. Establishing gender pay balance in all areas is an important step in continuing our diverse, inclusive culture.

It has come to our attention through this process that the key driver of our pay gap is a higher proportion of men in senior roles, below the Executive level. Whilst we know it will take time to close the gap at these levels, our beliefs remain that:

- **We will continue to embrace diversity and inclusion as it is central to our success as a global business and employer**
- **As we grow, we are proud to take active steps towards pay transparency and a commitment towards working together to close the gap**

Our focus going forward is to ensure that we continue to support and develop all our female employees whilst also attracting more women into our senior roles.

¹15.5% based on April 2020 ons.gov.uk statistics

A man with dark hair and glasses, wearing a plaid shirt over a white tank top, is sitting at a wooden desk. He is smiling and talking on a black smartphone held to his ear. In front of him is a silver laptop. The background is a blurred office setting. The image is partially overlaid by a large light blue shape on the left side, which contains text. At the top of the image, there are two overlapping circles, one pink and one yellow.

“Achieving greater **gender diversity** is only part of our commitment, our ambitions go further. We want to ensure Insights is both a diverse and inclusive place of work. We are confident that, by taking clear, positive actions, we can make real progress in embedding a culture of inclusion.”

Fiona Logan

CEO - Insights Learning and Development

Understanding the gender pay gap

In this report, we are sharing our gender pay gap data for the 2020/21 reporting year.



What is gender pay gap reporting?

Gender pay gap reporting measures the difference between male and female earnings across the business by expressing women's pay as a percentage of men's pay. This figure does not consider differences in role, seniority, or geographical location. This is different to equal pay; equal pay refers to men and women receiving equal pay for equal work.

As part of this report, we have also calculated our gender bonus gap based on the amount of bonus received as well as the proportion of men and proportion of women in receipt of a bonus.

This report shows the proportion of men and the proportion of women within each pay quartile.

Who is included in the data?

To calculate our gender pay gap, we have used the pay data for all full-pay relevant UK employees in Insights Learning and Development (ILD) employed on the snapshot date (5 April 2020), as per the regulations.

Our gender pay gap

Pay gap

21.6%
Mean

28.1%
Median

Bonus gap

30.84%
Mean

35.38%
Median

Bonus participation

♀ Women

67.94%

♂ Men

61.90%

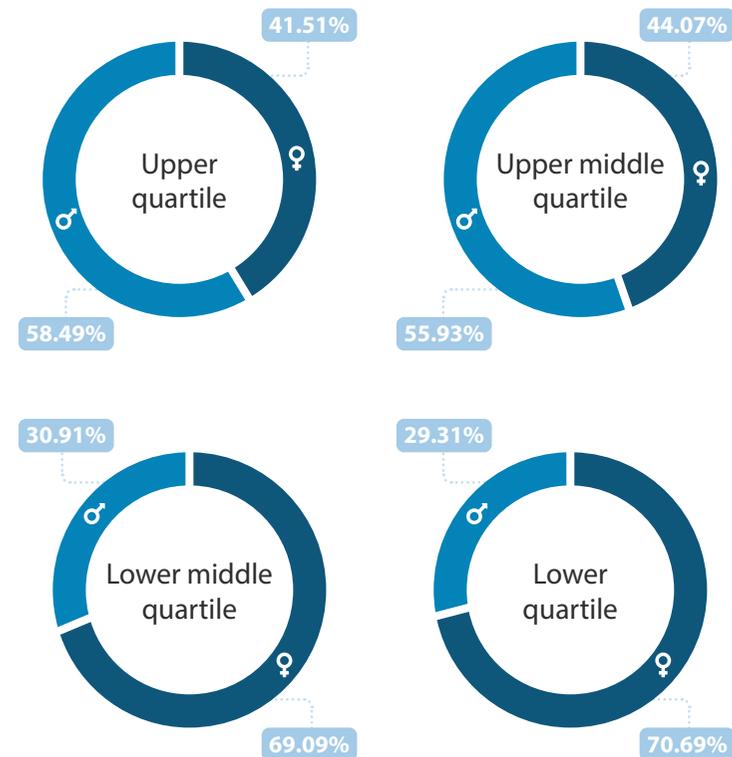
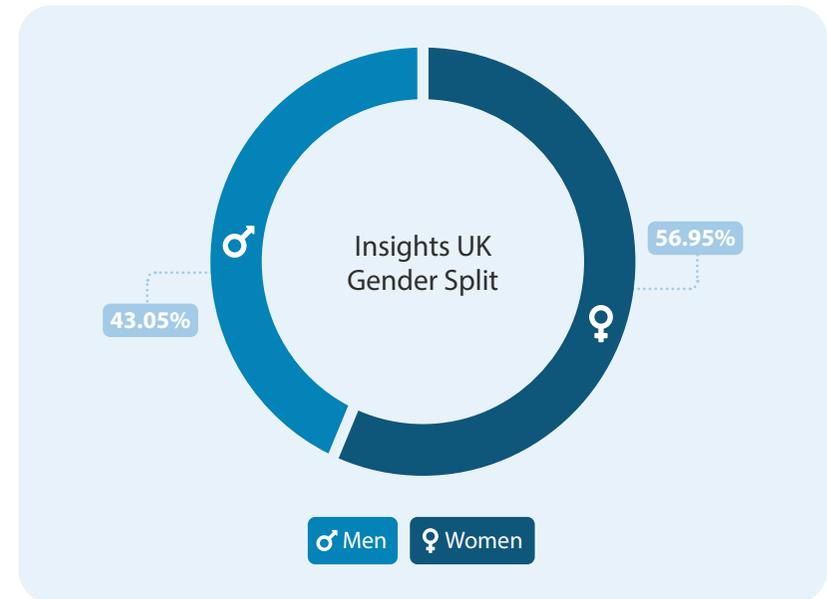


Our commitment to diversity and inclusion

Our core offering, Insights Discovery, delivers the primary outcome sought by diversity and inclusion policies. We teach people to understand and recognise personality preferences in themselves and others, valuing these differences and give people tools to adapt their behaviours to connect across personality types. By providing self-awareness from our unique and simple colour model, we encourage diversity and inclusion both in and out of the workplace.

We continue to evolve our products and experiences to be at the forefront of diversity and inclusion:

- We have Explore, our entry level product which is gender inclusive by design
- We are currently creating gender inclusive experiences for our Discovery product suite
- Our design and implementation process has been updated with D&I policies, to ensure it remains an ongoing principle
- We review our products and experiences with the relevant third parties, to ensure they are available and accessible to everyone



Working to close the gap

We are currently implementing a number of people initiatives to promote global inclusion and diversity at Insights and to ensure that we are attracting, supporting and developing our people in a fair and transparent way.

Key initiatives in 2020/21 aimed at helping us close the pay gap included:

- Taking a flexible approach to work, supporting our people with home working throughout the pandemic and encouraging a balanced approach to work and family
- Enhancing our UK and US family leave policies to better attract diverse talent
- Using independent software to check for gender-bias, ensuring our job adverts are gender-neutral and inclusive

In 2022, we are going to:

- Review and implement a new people policy setting out our approach to diversity and inclusion
- Continue to ensure recruitment materials are gender-neutral and inclusive and that our learning and development interventions build awareness and understanding for our people
- Deliver a programme of Diversity and Inclusion education and awareness sessions
- Continue to recognise our people's whole life and support people individually to achieve life balance and wellbeing
- Develop and implement a talent framework to help us to nurture our talent and the succession process effectively
- Investigate opportunities to further develop our approach for inclusive talent management
- Introduce a 'return to work' programme for working parents/ carers and those who need to take time away from Insights and supporting flexible and part-time working models
- Undertake a full and unbiased review of salaries against the market, using several independent sources, with a particular focus on females across all levels within the organisation

Statutory declaration

I can confirm the information in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations.



Fiona Logan
Chief Executive Officer



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