

Savanta:

# Gender Pay Gap Report

2022



Make better decisions

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# A note from our CEO

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**This is the first of our gender pay reports. Savanta is now big enough that we have a legal obligation to report this data. We have also signed the MRS pledge, a major part of which is publishing our gender pay statistics.**

As a company that aims to be truly progressive, we must be committed to making Savanta an inclusive, equitable and diverse workplace and be transparent about the extent to which we are achieving this goal.

On one hand I am pleased to report that Savanta has positive data in terms of the gender pay gap for the 3 out of the 4 quartiles.

However, I am also aware that there is still more to do, most notably at the top end of Savanta UK where a gap still exists. We also need to ensure we have a more even spread of genders across all roles given the current bias towards women at the more junior levels.

In this report you will read what initiatives we have in place or are starting to implement to ensure we maintain our positive performance to date, but also tackle the gap at the top.

**Caroline Hawkings**  
**UK CEO**



# Pay gap - what is it?

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## **What is gender pay gap reporting?**

Gender pay gap reporting is a requirement for organisations, introduced by the UK government for all organisations with 250 employees or more.

## **Gender pay reporting & equal pay – What’s the difference?**

Equal pay, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do the same work.

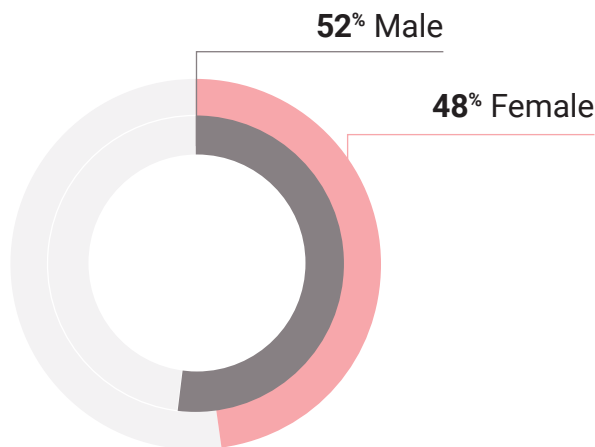
Gender pay gap reporting looks at the pay gap of a combined workforce, no matter the role, to highlight to companies if they need to improve to narrow the gap. This reporting takes gender equality further by creating greater transparency and encouraging a more balanced representation of men and women at all levels within organisations.

# Our UK results

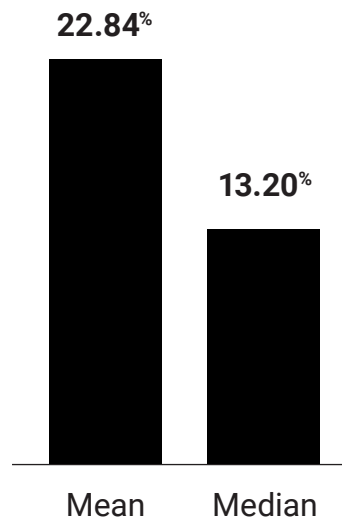
Gender pay gap information is based on a data snapshot from April 2022 and has been calculated using the pay data for 260 UK colleagues.

Percentage difference (mean and median) in hourly rate of pay at 5th April (snapshot date) between male and female employees.

## Total population



## Hourly pay gap



## Mean

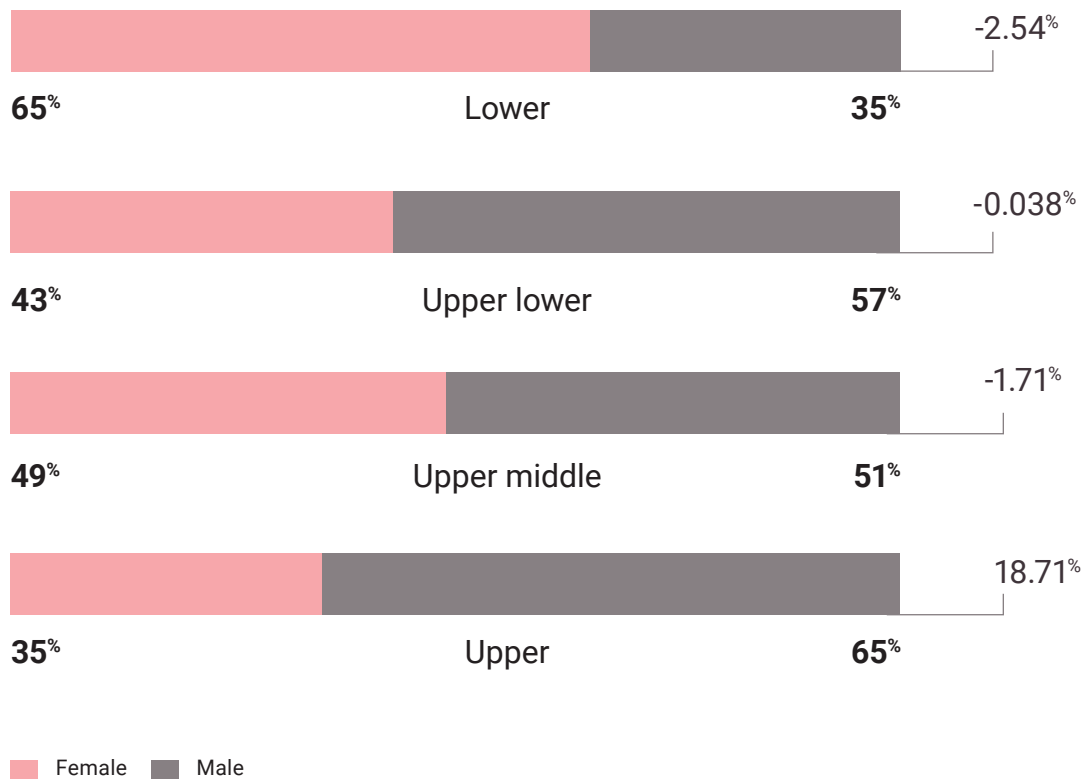
The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company regardless of role.

## Median

The median represents the middle point of a population. If you separately lined up all the women and all the men in a company in order of hourly pay, the median pay gap is the difference between the hourly pay rate for the woman in the middle of the data compared to that of the man in the middle of the data.

# Quartiles

Proportion of men and women in each pay quartile      Mean pay gap



## Quartiles

Total percentage of employees in order from lowest hourly rate of pay to highest hourly rate of pay, split into four equal groups

Lower  
Lowest 25% of full-pay relevant employees

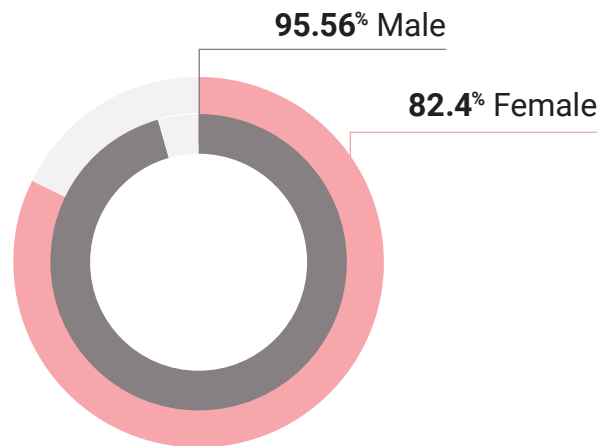
Upper lower  
25.1–50% of full-pay relevant employees

Upper middle  
50.1–75% of full-pay relevant employees

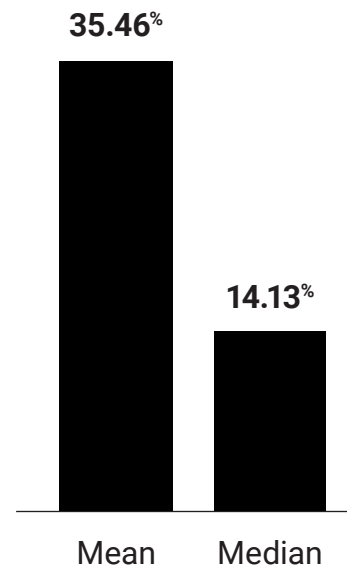
Upper  
Highest 25% of full-pay relevant employees

# Bonus gap

Received a bonus



Bonus pay gap



## % Received Bonus

The percentage of all males and females who received a bonus in the 12 months preceding the snapshot date.

## Bonus Gap

Percentage difference (mean and median) in total bonus payments received by male and female employees in the 12 months preceding the snapshot date.

# What do these results tell us?

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- As mentioned, a gender pay gap is the result of gender imbalance at certain levels in a company.
- We have a higher % of women in our entry level/junior roles and a higher % of men in our most senior management roles. When these factors are combined it leads to a lower female hourly rate on average and a gap is created.
- We are continuing to focus on achieving a gender balance across all of our senior roles. In the last year we have seen 2 females promoted to senior leadership positions (VP+) and 1 appointment to the Board
- We have to also recognise that we are also fortunate to have a high retention rate of employees in senior roles, and delivering sustained change to our gender balance needs to be looked at as an ongoing objective.





# Closing the gap

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## Family friendly policies and flexible working

Policies that support people who may have caring or family commitments play a key role in addressing the gender pay gap.

We offer flexible working hours so people have the option to start late/finish early, hybrid working, enhanced maternity leave, shared parental leave and have a flexible working policy. All of these aim to empower our people to carry out their work in a way that suits them and to help balance outside responsibilities.

We also include people who are on maternity leave in bonus and salary reviews to help to maintain career advancement during their time off from work. Returners from Maternity leave also benefit from reduced hours for the first 3 months so they can adapt to life as a working parent more easily.

## Career management & mentoring

Progression is at the heart of Savanta, and we always want to find ways to support ongoing development, no matter what level people join us and what different career journeys look like.

We take a unique approach with our Career Management structure, aiming to create a partnership between Career Manager and the employee, designed to provide day-to-day career development and pastoral support. This means everyone at Savanta has the opportunity to talk about progress, personal development, training and take an active role in their progression and PDPs with the support of their Career Manager.

Following a successful small-scale pilot last year, we are launching a mentoring scheme within our Research, Insights & Consulting team (with the aim of rolling this out wider in 2024). The purpose of the mentoring scheme is to provide our Consultants and Senior consultants with guidance and support to achieve their longterm career goals, while providing exposure to experiences of senior colleagues outside of their career management teams.

Our UK CEO also offers mentoring support, notably to females who are stepping up into the most senior roles within the UK.

# Closing the gap

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## **Transparent pay and promotions process**

We have a fully transparent process: we share with all teams who is involved and the different stages. Evidence has to be supplied in a standard format to ensure decisions are backed up by a clear rationale and business case. There is a three stage process involving different groups of people, including HR and independent Global Board representatives to ensure fairness and consistency across teams, and to mitigate bias.

## **Creating an inclusive leadership team**

We are committed to having a transparent 'Path to Progression' process so it is easy to understand how to get promoted and everyone knows how to turn ambition into tangible and achievable objectives. We are working on a Leadership Framework, to make it clear what leadership looks like at Savanta in terms of behaviour and attitudes, and a revised VP+ promotion process. This is being done to ensure we apply objective decision-making and give everyone access to the right support such as senior leader buddies, internal mentoring, and external coaching.

By making our leadership promotions process as accessible and visible as possible we aim to encourage all groups to aspire and translate their ambition into progress knowing they will be judged fairly and given all the support they need.

# Closing the gap

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## Inclusive hiring

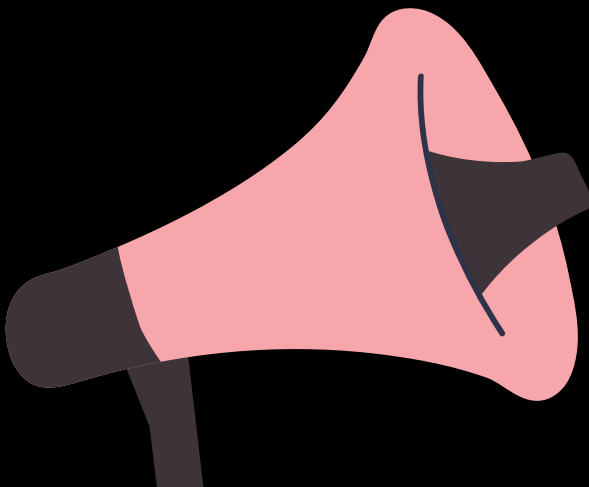
A key focus for this year is also to re-evaluate our hiring practices to ensure they are as inclusive as they can be, and that all managers involved in hiring have the tools and support needed to make good hiring decisions.

We are also exploring different entry points into a career in market research, including looking at offering apprenticeships and creating stronger links with schools and colleges to promote a career in research.

## A focus on DE&I

To foster a diverse, equitable & inclusive environment, we have a Diversity, Equity & Inclusion Committee, to represent all employees at Savanta. In the last year, the DE&I Committee has worked on identifying areas of improvement to create a DE&I Action plan to help drive these improvements in Savanta.

We know that there is still work to do in this area, and we will continue to invest in people and projects to achieve our goals for representation and inclusion. We also will be looking at ways that we can continue celebrate the work of women in the workplace.



# Savanta:

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