



Gender Pay Gap Report

2022



PARK PLACE
TECHNOLOGIES

At Park Place technologies, we believe that diversity is essential for our success. We value the unique skills, experiences and perspectives that every employee brings, and we are committed to creating an environment where everyone can thrive. Our goal is to promote a culture of inclusivity where all employees feel empowered to contribute their best work and reach their full potential.

Park Place Technologies employs over 250 staff in the UK and is committed to fostering an equitable workplace. We take great pride in having been recognised as an officially Great Place to Work-Certified™ workplace by Great Place to Work, the internationally renowned HR, people, and workplace culture consultancy. Additionally, we have obtained the UK's Best Workplaces 2021 and UK's Best Workplaces in Tech 2021 awards, both of which are based on employee feedback. Notably, 96% of our employees affirmed that they are treated fairly regardless of their gender, attesting to our commitment to promoting gender equality in our workforce.

We are proud of the progress we have made towards reducing our gender pay gap at Park Place Technologies and we remain committed to building a diverse and inclusive workplace. We are pleased to present this report which outlines our progress and plans to continue to close our gender pay gap.

THE FIGURES

GENDER PAY GAP FOR HOURLY PAY

MEAN	
2021	38.9%
2022	33.89%

MEDIAN	
2021	29%
2022	24.11%

GENDER PAY GAP FOR BONUS PAY

MEAN	
2021	51%
2022	60%

MEDIAN	
2021	49%
2022	28%

PROPORTION IN EACH PAY QUARTILE

LOWER				
2021	Males	63.7%	Females	36.3%
	Females			
2022	Males	70.4%	Females	29.6%
	Females			

LOWER MIDDLE				
2021	Males	73.7%	Females	26.3%
	Females			
2022	Males	78.9%	Females	21.1%
	Females			

UPPER MIDDLE				
2021	Males	83.7%	Females	16.3%
	Females			
2022	Males	81.69%	Females	18.31%
	Females			

UPPER				
2021	Males	94.9%	Females	5.1%
	Females			
2022	Males	97.1%	Females	2.9%
	Females			

PERCENTAGE OF EMPLOYEES RECEIVING A BONUS

MALES	
2021	93%
2022	93%

FEMALES	
2021	80%
2022	87%

UNDERSTANDING THE FIGURES

Our 2021 gender pay gap report marked the beginning of our journey with gender pay gap reporting. Through this first report we identified three key contributors to our gender pay gap:

- A significant proportion of salaries had been inherited from acquired companies.
- Our senior leaders in the UK were predominantly male.
- Aside from our leadership team, the majority of our top quartile were in sales roles, where the largest part of their compensation is based on commission. The make-up of this team was also predominantly male.

Although we have been working towards addressing these points in order to close our gender pay gap, these remain the key contributors to our pay gap in 2022.

In the period covered by this 2022 gender pay gap report, we did not complete any acquisitions of companies in which employees transferred. However, due to winning new business, employees transferred under TUPE legislation, thereby resulting in inherited salaries through this process. We have continued to directly address these disparities in pay, as explained in the section below.

In the section below we explain our efforts to continue to attract and develop women into senior leadership positions, accounting for a high percentage of the upper quartile. Although progress has been made in this area, achieving a gender balance in the senior leadership team cannot be accomplished overnight, particularly given the male dominated IT industry. We are committed to continuing our efforts set out in this report in order to address this.

Our efforts to bring more of a gender balance into the sales team has primarily been focused on recruiting more females through our graduate sales training programme. However, the majority of our top sales earners are typically Account Managers with longer lengths of service and therefore more experience in selling at Park Place. This means that the outcome of our efforts in this area may result in a delay in being reflected in the figures, as the female account managers gain skills and experience resulting in an increase in their commission earned.

WHAT IS PARK PLACE DOING TO ADDRESS THIS?

Recruitment

This year we have made improvements to our internal recruitment channels resulting in better advertised vacancies to all employees and clarifying the internal application process. This has led to the movement of female employees into teams that have previously been very predominantly male. This has seen an encouraging increase in the salaries of female employees advancing into areas they may not previously have.

In addition, we have made it easier for employees to explore the option of moving into the sales department by opening up our graduate sales training classes to all employees, to experience what a sales role may look like to them. In our 2021 report, we identified that the majority of our top quartile was made up of sales employees, which was a predominantly male team. We believe that by making a move into a sales role easier than ever, any female employees who are interested in exploring a move into a sales role have easier access to do so.

Career Progression

In 2022, Park Place launched its first Leadership Development programme cohort in the UK. This is an exciting opportunity to offer to our talent – current and future, as it is a significant investment in our people and the organisation as a whole. Our first cohort included current or future female leaders with our second launching in May 2023. We hope that this programme will lead to the development of leadership skills and a higher proportion of females in leadership positions which make up a significant percentage of our top quartiles.

Furthering our commitment to increase the number of female leaders at Park Place, in 2023 5.6% of women and 1.6% of men were promoted into leadership positions in the UK.

In January 2023, our EMEA headquarters in London played host to Hyune Hand, our newly appointed President, Sales and Marketing and Chief of staff. Her visit served to provide a strong example to female Park Place employees of the Company's global female senior leadership and inspire our UK sales team.

Policies and Benefits

In anticipation of the impending changes to flexible working legislation in the UK, we have taken the opportunity to review and update our UK flexible working policy, in addition to educating managers on this. Statistically women are still taking on more caring responsibilities with women accounting for 85% of sole carers for children and 65% of sole carers for older adults (BITC and IPOS study, 2022). This means flexibility at all levels is essential in order for women to progress in their careers and enter roles commanding higher salaries.

In a male dominated industry such as IT, it is easy to listen to feedback from employees and candidates on benefits that are would be most attractive and beneficial to them and end up with a portfolio of benefits that are weighted heavily in favour of the males asking for them. Park Place is conscious of this bias and work to actively include benefits that are equally attractive to and benefit everyone. The introduction of benefits such as group income protection insurance, gym membership discounts and enhancements to current benefits such as our health and wellbeing app are equally attractive and beneficial regardless of gender. This serves to attract and retain more female candidates and employees.

Mentoring Future Generations

In our 2022 gender pay gap report we set out our intention to partner with a successful charity whose objective is to mentor young people. The purpose of this mentoring was to equip them with the knowledge and guidance they need to make informed decisions and access high-quality post-16 education or training. Volunteers from Park Place teams across the UK took part in the programme in March/ April 2022 and coached a group of students to explore different pathways to achieve their career goals and encourage more women to pursue further education. As a result of this programme 98% of young people taking part said that their coach helped them to find an inspirational career and 88% agreed the knowledge they gained about how to reach their favoured career has improved their attitude towards learning.

Culture

At Park Place, we recognise that building a culture in which women feel comfortable and encouraged is essential to attracting and developing women into better paid positions and retaining them in these roles. Our Park Place Social Circle is a group of employees whose goal is to organise social events and activities, in order to establish a high performing, collaborative, and engaging culture, promoting cross-department collaboration. In 2022 the Social Circle was restructured with a new female leader heading up the team. The social circle is comprised of a diverse group of employees, this enables the team to organise events and activities that are inclusive and exciting to take part in.

We recently celebrated International Women's Day, and treats were organised in each office to embrace equity and celebrate women's achievements.

Directly Addressing Pay Disparity

In our 2021 report, we explained how we are directly addressing pay disparity through our annual salary audit and merit process in order to bridge the gap between male and female salaries. In 2023 this process continued and directly addressed some of the differences in salaries that were inherited from acquired companies.