

Be Wiser

2019 Gender Pay Gap Report

Pay & Bonus Gap

At Be Wiser we are passionate about fairness, equality and inclusion, we want talent to be the only driver for success.

This year our mean and median gender pay gap and gender bonus gaps have all reduced.

We understand the reasons why we have a gender pay gap and this gives us the best possible chance of being in a position to change this.

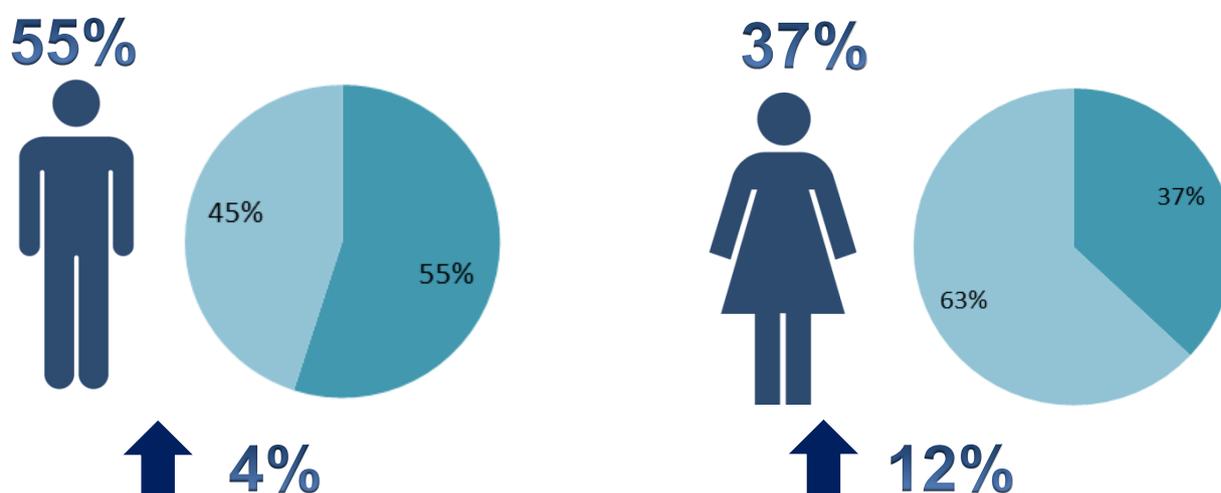
We are proud of the changes we have made to date and we continue to strive to be better.

Gender pay gap data 2019 vs prior year

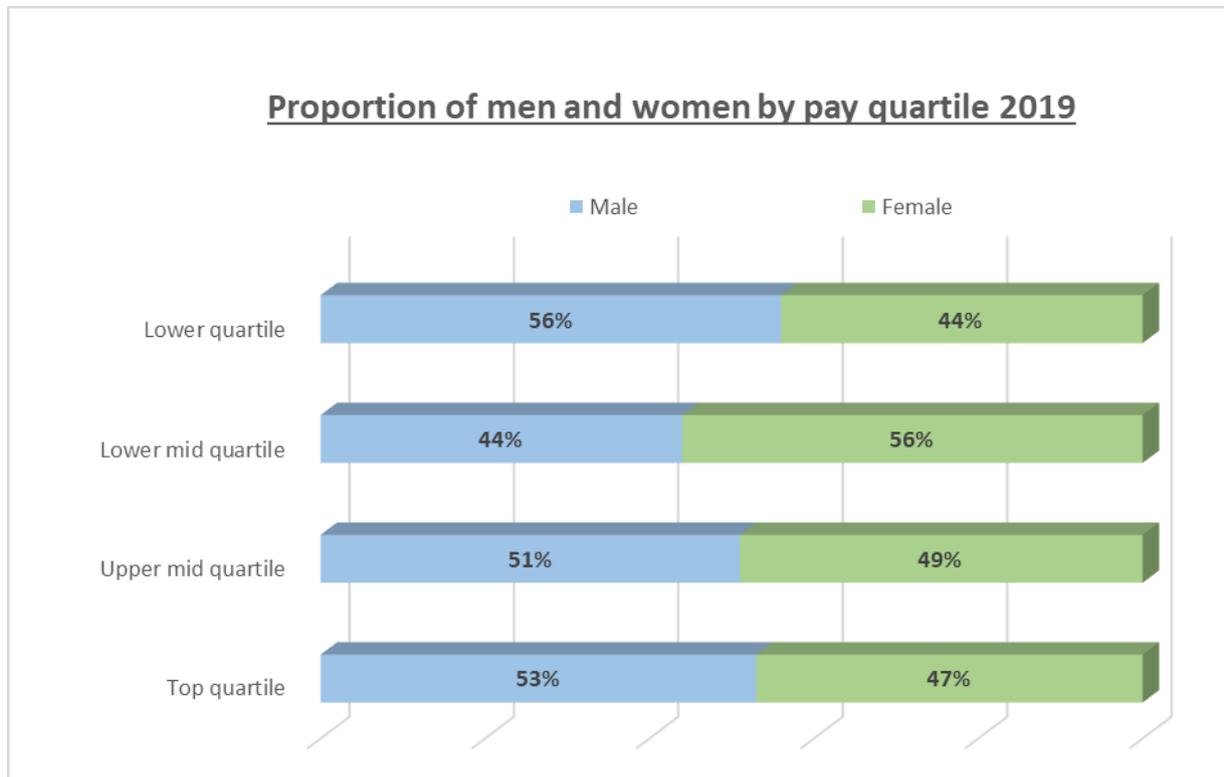
	<u>Gender Pay Gap</u>		<u>Gender Bonus Gap</u>		<u>Proportion Receiving a Bonus</u>	
	Mean	Median	Mean	Median	Men	Women
2019	8.17%	4.16%	15.97%	26.83%	55%	37%
2018	14.85%	4.57%	7.90%	40.63%	51%	25%

The table above shows a snapshot of our overall mean and median gender pay gap data 2019 versus 2018 as of 5 April. The table shows the gender pay gap, gender bonus gap and proportion of males and females receiving a bonus.

Proportion of colleagues awarded a bonus 2019



There has been an increase with both males & females receiving bonus in the reporting window. The above shows an 18% variance between the number of men and women being paid a bonus for their performance in 2019. This is an 8% difference compared to the previous reporting, reducing the gap of bonuses paid to men and women.



The above line chart illustrates the gender distribution at Be Wiser Insurance Services Ltd across each quartile, each containing 88 colleagues. As set out above, as of April 2019 the overall gender pay gap is 8.7%, the balance in all quartiles has improved from the prior year and we are committed to ensuring that there is gender equality at all levels.

Individually, we have seen changes in all quartiles resulting in Be Wiser being ever closer to the 50:50 gender balance that we strive to achieve in 2020.

Our aim is still to achieve a 50:50 gender balance by 2020 (within a 5% tolerance) throughout the business, 2019 has seen great progress and has achieved this aim in the upper mid quartile and top quartile already and is within 1% of the tolerance variance on the Lower and Lower mid quartiles.

We confirm the data reported is accurate.

Vicki Beatens

Executive Director - Personnel