

Gender Pay Gap

Report 2021

This report details our April 2020 to April 2021 results and focus areas to ensure gender equality.



Welcome to our **Gender Pay Gap Report 2021**



Introduction

We're confident we pay colleagues in the same role equally, regardless of their gender. Last year our gender pay gap widened by 9%, predominately due to having more male colleagues in senior roles. However, we're making a concerted effort to close this gap by focusing our time on creating balance in the number of men and women at senior levels. We've committed a significant investment of our time and budget to work on this, and we're delighted to have already seen a reduction in the pay gap since April 2021.

Our culture is built on our values: Collaboration, Ambition, Agility and Ownership. It's important to us that all our colleagues feel valued and that they can be themselves at work. Our colleagues tell us that people from all backgrounds are treated fairly at First Central, and with an Employee Net Promoter score (eNPS) of +46, this ranks us in the top 25% of the Financial Services industry.

We have a dedicated working group focusing on Diversity and Inclusion, and we're proud to be signatories of HM's Women in Finance Charter, where we've committed to achieving 30% of women in leadership roles by 2025. We're confident that we're on track to achieve this, as we'd already achieved 28% at the end of 2021. We'll also strengthen our focus on succession planning and developing our female talent by creating a new Diversity and Inclusion strategy.

I can confirm First Central Insurance Management's gender pay gap calculations to be accurate.

Ben Tomasetti

FCIM MD

December 2021

Gender balance in 1ST CENTRAL

Gender pay gap

Our data represents 502 colleagues, 276 are male and 226 are female. The **mean pay gap** is the difference in average hourly and bonus pay between men and women and the **median pay gap** is the difference between the midpoint in the ranges of hourly and bonus pay.

Mean

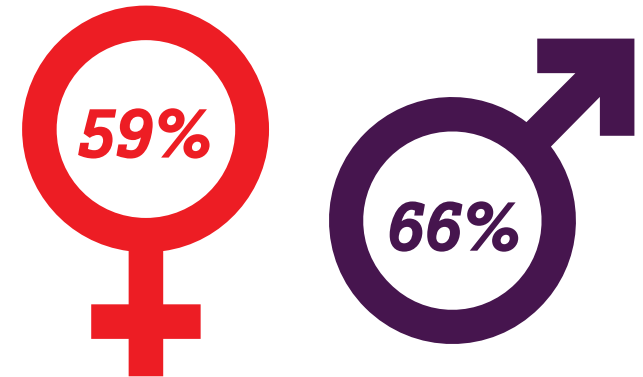
	2021	2020	Difference
Hourly gap	26%	16%	9%
Bonus gap	65%	-153%	218%

Median

	2021	2020	Difference
Hourly gap	9%	8%	1%
Bonus gap	7%	0%	7%

Gender bonus gap

During 2020, we paid a COVID bonus to all colleagues to recognise their extraordinary contributions during such a difficult time, and we are proud not to have had to furlough a single member of our staff. We also saw significant growth during 2020, increasing headcount by 49% across the group. This means many colleagues were still on probation and therefore not eligible for a bonus payment during the year. In addition to this, very few bonuses were paid in 2020 as we moved the bonus payment timings within the year, causing the minus figure for 2020.

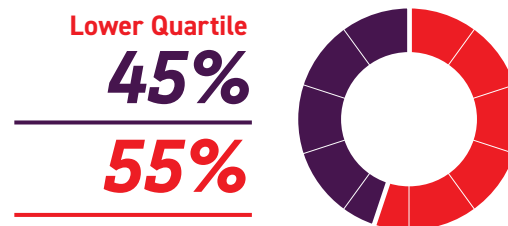
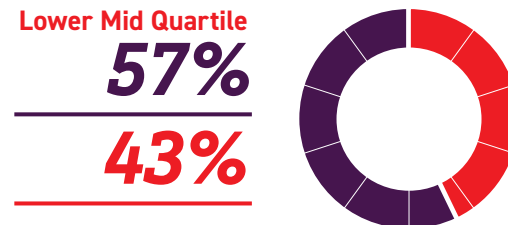
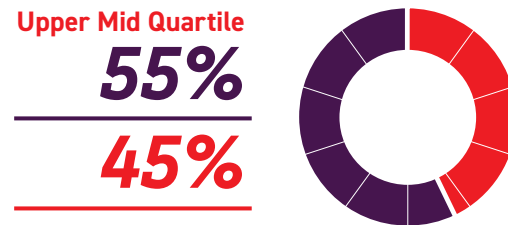
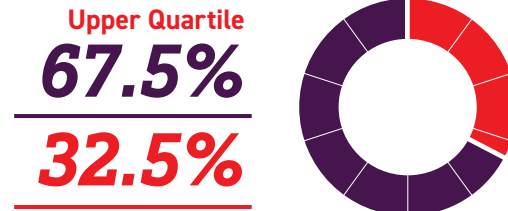


The percentage of females & males receiving a bonus

Understanding our gender pay gap

Our Gender Pay Gap is principally driven by the gender split in our highest paid roles (top 25% when split into quartiles), where the gender split is 33/67 in favour of males. We are proud to have four women sitting across all our different UK entity Boards, and two women on our Senior Executive team. We do however recognise the need to recruit and develop female talent at all levels of our organisation and we have recently kicked off a structured problem-solving exercise to explore how we can do this better. Across the group our leadership community (Heads of departments and above) is 16% female and we have committed to improve this to 30% by 2025. We have already made good progress with this target by achieving 24% across the group at the end of December 2021.

We hope that by achieving this target and continuing to develop our female talent pipeline this will lead to a reduction in our gender pay gap.



Male
Female

We recognise the challenge of recruiting senior and technical female talent. We are working hard to address this by aiming for 50:50 shortlists for all roles at Grade 6 and above, and we proactively encourage our head-hunters to provide us with 50:50 shortlists. In 2021, we relaunched our flexible working policy with a hybrid approach to home-based and office working, to ensure that all colleagues can work in the way that best balances the requirements of their role with their individual needs.

We also work hard to manage unconscious bias and raise awareness of diversity and inclusion by offering regular training for line managers and colleagues. Our recent gender diversity actions include setting up designated networks for women and working parents, so that we can gather feedback and better support the needs and development of our female colleagues.



1ST CENTRAL is a business name used by First Central Insurance Management Ltd which is authorised and regulated by the Financial Conduct Authority.