



KCOM

**Gender pay gap report
2022**

Our 2022 Gender Pay Gap Report

KCOM is an equal opportunities employer determined to create and encourage an environment where individuals of all genders, ethnicities, orientations and backgrounds can flourish.

Our journey towards closing the Gender Pay Gap is ongoing but we are making continuous strides towards achieving a more balanced and fairly paid workforce.

KCOM Pay and bonus

Difference between men and women

Apr 2022 Gender Pay Gap

	Mean	Median
Basic Pay	22.4%	29.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at KCOM in the year up to 4 April 2022, i.e. for the 2021/22 performance year.

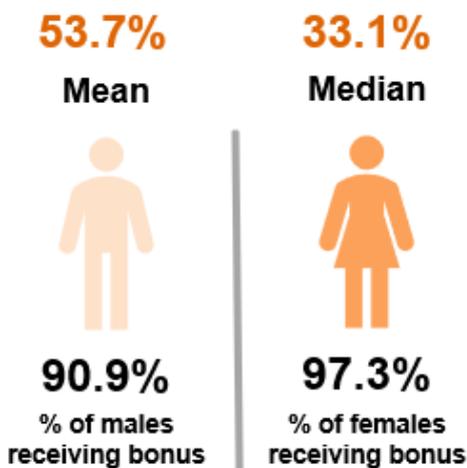
Proportion of employees receiving bonus

For the purposes of measurement, 'bonus' includes any annual bonus, Long Term Incentive Plan (LTIP) payments, commission and small, ad-hoc rewards.

Gender Bonus Gap Measures

6th April 2021 to 5th April 2022

Bonus

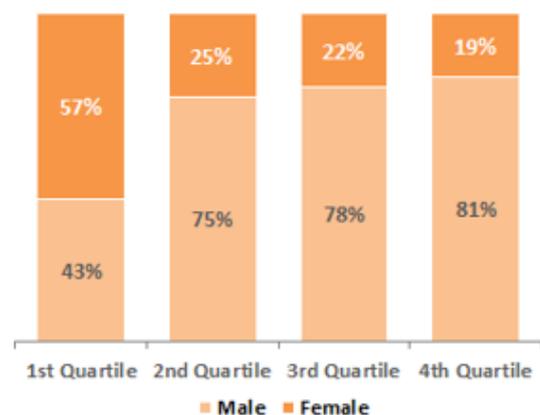


Gender distribution by quartile

The image below illustrates the gender distribution at KCOM across four equally sized quartiles, each quartile represents 180 employees.

Pay Quartiles

The quartiles are divided into equal employee numbers. Quartile one has the lowest paid and quartile four has the highest paid employees.



% of Females in each Pay Quartile by Year

	2022	2021	2020	2019	2018	2017
Q4	19%	15%	15%	17%	15%	14%
Q3	22%	23%	23%	24%	24%	22%
Q2	25%	23%	25%	30%	29%	38%
Q1	57%	57%	58%	55%	52%	50%

The figures: their meaning and our commitment

On a like-for-like basis, we have seen some movement in our gender pay figures.

The mean gender pay gap in our 2022 figures is some 7% lower than in the previous reporting period. The median gap is also 8.8% lower.

In terms of bonus, 97.3% of female employees received a bonus payment in this year as opposed to 90.9% of male employees. This is considerably higher than in previous years.

However, the figures highlight that issues remain to bring greater balance to our organisation. We are committed to achieving this balance and have a series of initiatives in place to reach our goal.

The sale of our national business means it is absent from the 2022 data and the percentage of males making up the total workforce has decreased from 70.1% to 69.1%. Despite this, KCOM remains a male dominated environment and the underlying cause of the pay gap is an ongoing structural issue. Females are

over represented in lower value roles. This is relative to the under representation of females in higher salaried positions. This serves to reduce each measure of mean and median pay for females working within the business.

Our initiatives for achieving gender pay balance are focussed on our belief that the current pay gap is principally driven by the ratio of male to female employees within certain specific areas of our business.

These areas – which include traditionally male-dominated technical and engineering roles – are parts of our organisation where we are placing significant focus on encouraging more diverse participation.

Nurturing female talent

It is important that we provide the appropriate level of support for women across our business through the employee lifecycle.

One area we have focused on in previous years is the level of support we provide during the maternity and adoption process. Our aim is to give every female employee the opportunity to progress their career alongside their changing family circumstances.

Also, when recruiting into traditionally male dominated roles such as engineering, we are encouraging more women to consider applying or to make career changes from other sectors. We are doing this through the highlighting of women already working successfully within the business.

From delivering boxes to ultrafast broadband – Betty's upgrading her career

KCOM engineer Betty Silburn wanted a career with a future.

As a former postie, 28-year-old Betty, from east Hull, was used to delivering – but for her new role she's upgrading from delivering parcels and packages to delivering ultrafast broadband direct to people's homes.

"It's a career change for me. It's something completely different and I'm really enjoying it," she says.

"I've had desk jobs before and I realised I much prefer to be working outdoors. I like getting stuck in. I've found it a really welcoming place to be and the team I'm with all get on really well." she says.

Betty is one of 40 new trainee engineers who will be helping to expand the KCOM network across Yorkshire and Lincolnshire' laying cables, splicing fibres and connecting customers to full fibre broadband as part of a £62m expansion plan.

"Why did I apply to KCOM? Like me, it's Hull through and through," she laughs. "Seriously, it's a major local company and it's got that reputation as somewhere that'll look after you. It's great that they're recruiting local people to build the local network"

"Telecoms is only going to get bigger and bigger and I think a great idea to get on board now. It's a place with prospects."





Katie joins the ranks of KCOM's field engineers

Katie Hook joined KCOM as an engineering apprentice before qualifying as a field technician in 2022.

Alongside her role she now also works as an ambassador for KCOM attending events such as Women in Manufacturing and Engineering (WiME) to inspire other girls and women into careers in tech.

She said: "I was a Ron Dearing University Technical College student and at that school I learnt engineering design and manufacturing. That course taught how important it is to be a good team player and how to be good with customers because, in this job, you have to deal with multiple people every day and you have to be able to talk to them all.

"Ron Dearing UTC is sponsored by KCOM and that gave me a foot in the door to speak to managers that were already working here and I decided to apply for an apprenticeship. I became a trainee field technician and now here I am - I'm a fully qualified fibre field technician now.

"I work in a team that connects the people of Hull to the Internet."

"I see my career taking me in the future to be a manager, to manage a team, look after them and point them in the right direction, like my manager did for me.

"My advice for other young people is just to believe in yourself. From my personal experience, I previously wanted to be a vet, a social worker and now I am engineer, which I probably wouldn't have thought of before. So it's ok not to know what you want to do in life – and to change your mind. Just go with it when the opportunities arise."

Inspiring young women to engage in our industry

We continue to participate in a range of activities designed to encourage girls and young women to consider technology, engineering and business support as potential future career streams.

We believe we have the potential to make the most fundamental difference to our business – and to our industry overall – if we successfully break down barriers and preconceptions long before young women begin considering their future career options.

By interacting with schools and colleges across our region, we seek to inspire both girls and boys to consider engineering courses, technical education and meaningful careers in tech and engineering at an early age. Female engineers and IT technicians who are already making their mark at KCOM regularly attend events, such as such as Women in Manufacturing and Engineering (WiME) conferences, aimed at attracting more women into technical roles across our business.

Backing our commitment with action

The figures for the year ending April 2022 demonstrate that more needs to be done to tackle the gender pay gap within our business.

While we recognise that underlying and historical trends within our industry have contributed to issues of lack of gender diversity, we are proactively doing more as a business to redress the balance in our own employee base.

A major part of our ongoing efforts to tackle this we have introduced the new KCOM Inclusion Team which aims to give a voice to all sections of the KCOM community. As part of this, we have created a specific Women & Gender Employee Resource Group to continue to build equality for female employees at KCOM by sharing information, supporting peers and raising awareness of women's issues.

We have continued to give female employees in a wide range of roles within KCOM higher visibility through events such as International Women's Day. Later in the year we plan to focus on Women in Engineering by celebrating events such as International Women in Engineering Day along with other key topic areas such as women's health in the workplace.

Many initiatives have already been put in place, but further and continuous efforts required to make a fundamental change. We are committed to identifying any opportunities and barriers to achieving a 50/50 gender balance and are now proactively working towards them.

Tim Shaw
Chief Executive Officer
April 2023