

Complete Cover Group Gender Pay Reporting 2020

At 5th April 2020, Complete Cover Group report a median gender pay gap of 22%, slightly under the gender pay gap for the financial and insurance sector at 27.8%* but with room to improve.

In line with reporting requirements, our data reflects the average earnings for all employees – irrespective of their role, seniority or tenure – and is therefore different to an equal pay comparison, which is direct comparison between men and women carrying out the same, similar or equivalent work.

We are confident that our gap is not an equal pay issue, but reflects a higher proportion of males in both senior and sales focused roles. Our sales roles generally carry a higher proportion of variable pay which in turn has impacted our bonus gap.

	Mean	Median
Hourly Pay Gap	26%	22%

% of employees in each quartile	Male	Female
Upper Quartile	74%	26%
Upper Middle Quartile	55%	45%
Lower Middle Quartile	50%	50%
Lower Quartile	44%	56%

	Mean	Median
Bonus Pay Gap	52%	65%

	Male	Female
Percentage of Employees who received a bonus	72%	56%

We practice equal opportunities and firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act. Recognising we employ more men than women, we will continually explore how we can remove barriers and are committed to improving reported gaps through the following actions:

- Remain committed to equal pay for men and women who perform equivalent jobs
- Seek a greater gender balance during succession planning and recruitment, from using inclusive language in job adverts, through to aiming for balanced shortlists for senior and other male-dominated roles
- Promote flexible working opportunities to support work/life balance and career progression

I confirm that the data on this report is accurate

**Signature**

Shaun Hooper
Group Chief Executive Officer
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*House of Commons Gender Pay Gap Paper in March 2020