

Jurassic Fibre Ltd

Gender pay gap report

2021 to 2022

This report sets out the gender pay gap statistics for Jurassic Fibre Ltd in relation to the reporting year of 2021 to 2022



Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Jurassic Fibre Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Since 2017, the UK Government requires all UK companies with 250 or more employees to report their gender pay gap between female and male employees on an annual basis. The gender pay gap is the difference between the average hourly earnings of full time pay between all men and all women in an organisation, irrespective of role and seniority. This is distinguished from equal pay which is right to equal pay for carrying out work of equal value, including factors such as job function and level, regardless of gender.



Organisational context

Jurassic Fibre is a Fibre-to-the-Premises broadband internet network developer, headquartered in Exeter. Our rapidly expanding full fibre network offers ultrafast broadband speeds to some of the remotest parts of the UK connecting underserved communities and businesses throughout the region; creating opportunities and facilitating growth.

Backed by Fern Trading Limited (through Octopus Investments), our vision is to be the leading internet provider in the communities we serve in the South West. This means having the best network, the best service and the best people. Our values support our goals and encourage diversity in our business:

✓ Walk in the shoes of our customers

✓ Behave with integrity

✓ Include and collaborate

✓ Break the mould

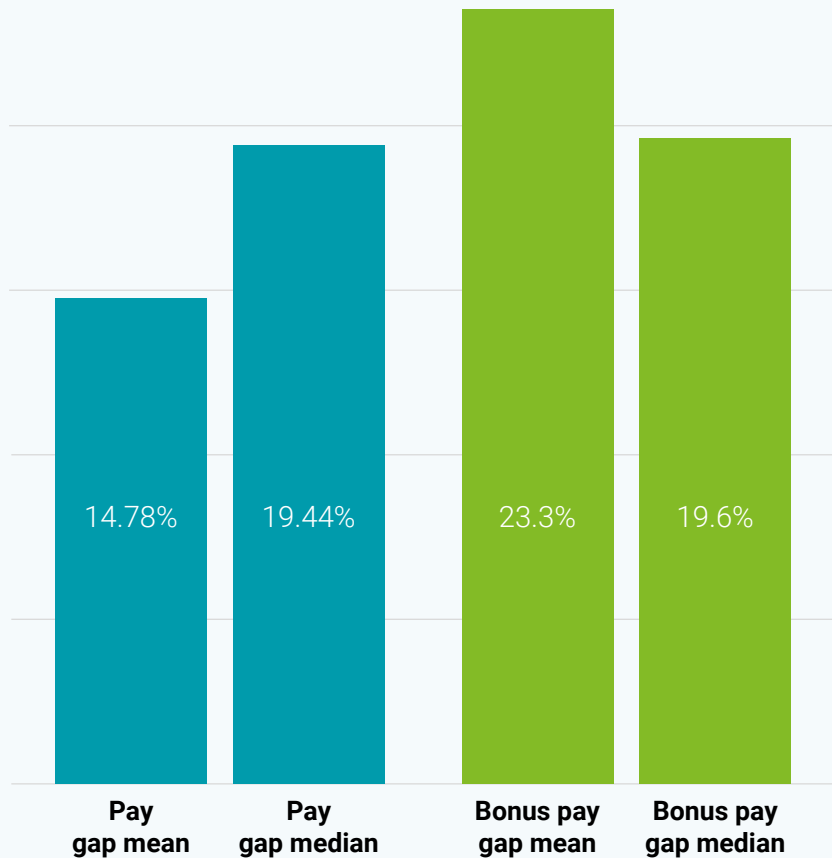
At Jurassic Fibre, we are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

Since the company's inception in 2019, the workforce has grown dramatically and by the reporting date, we were over 300 employees. Although this is the first time we have published our gender pay gap, we monitor this regularly to understand where we need to focus our efforts to reduce the gap.

Gender pay gap

Pay Gap and Bonus Gap

Shows the overall Mean and Median Pay and Bonus Gap.



The median pay gap is used as the primary measure by researchers because it is less swayed by extreme values, for example the small number of people on high salaries.

The mean pay gap however is extremely useful because it captures the effects of a small number of high earners.

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is...

14.78%

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is...

19.44%

Mean gender bonus gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is...

23.3%

Median gender bonus gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is...

19.6%

Gender pay gap

We consider the main reasons or contributory causes for the gender pay gaps are:

- As shown by the chart overleaf. At the lower quartile we have more female employees where the roles tend to be less technical and lower paid.
- In the other quartiles we have at least three times more men than women and this will have an impact on the overall pay gap, especially in the upper and upper middle quartiles where salaries are high.
- Whilst we continue to recruit and promote females into senior positions within Jurassic Fibre, at present we still have a high proportion of senior high paid roles at Director level and above held by males.
- Prior to 2022, the opportunities for flexible and hybrid working were limited with a lot of roles being full time and 9am-5.30pm fixed working hours. The action plan outlines how we are addressing this.
- Women are underrepresented in the telecoms industry as a whole, due to both career preference and industry bias.

Bonus pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:



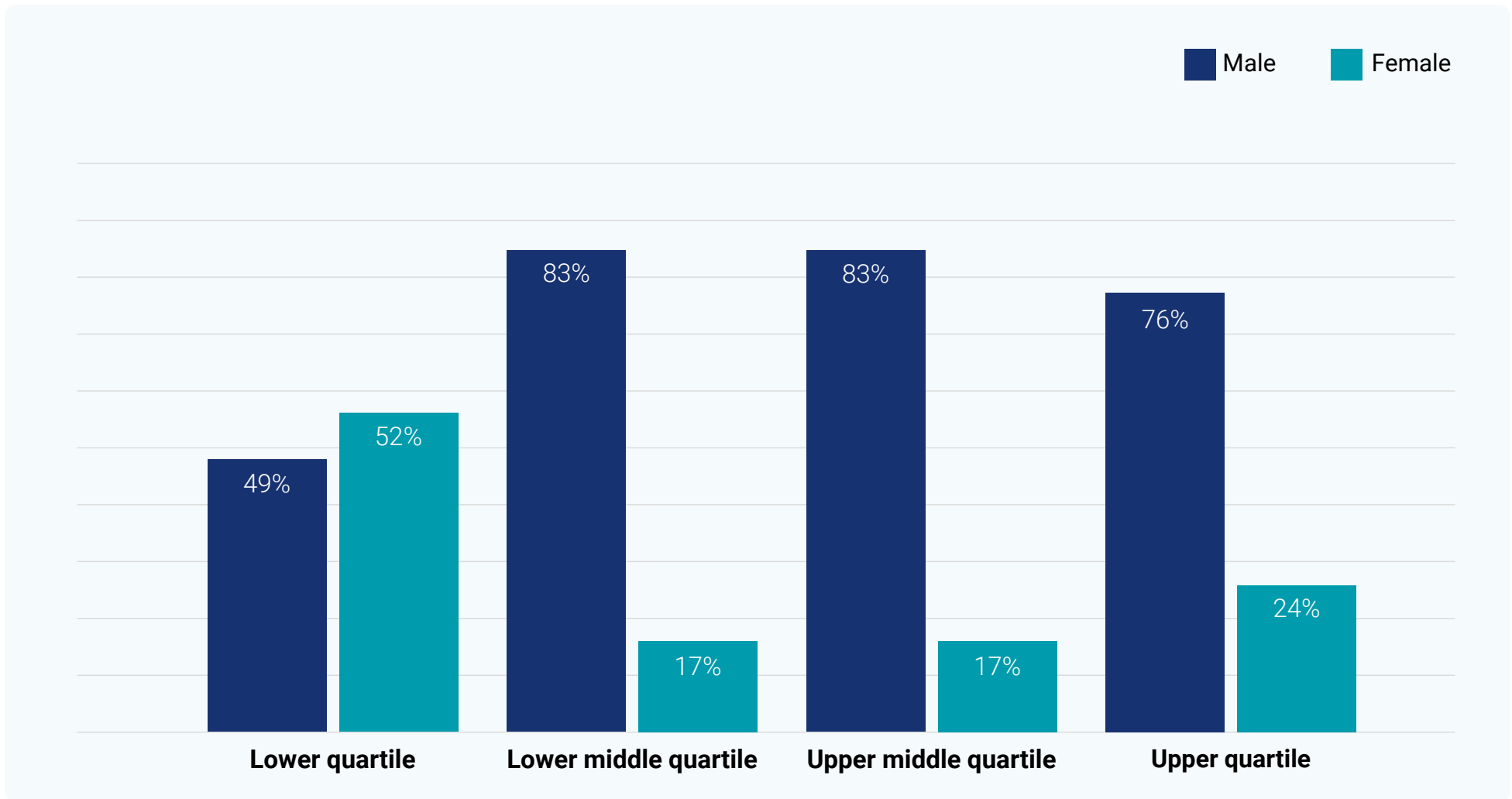
Male employees: **59.64%**



Female employees: **42.86%**

We consider the main reasons or contributory causes for the above difference in proportions are that although all employees in Jurassic Fibre are entitled to a bonus, this is dependant on the employee start date. As we have been in scale up mode for the last 12 months, we have had a huge variance in start dates and at the time of reporting this meant that a higher proportion of male employees had reached the length of service requirement to receive a bonus.

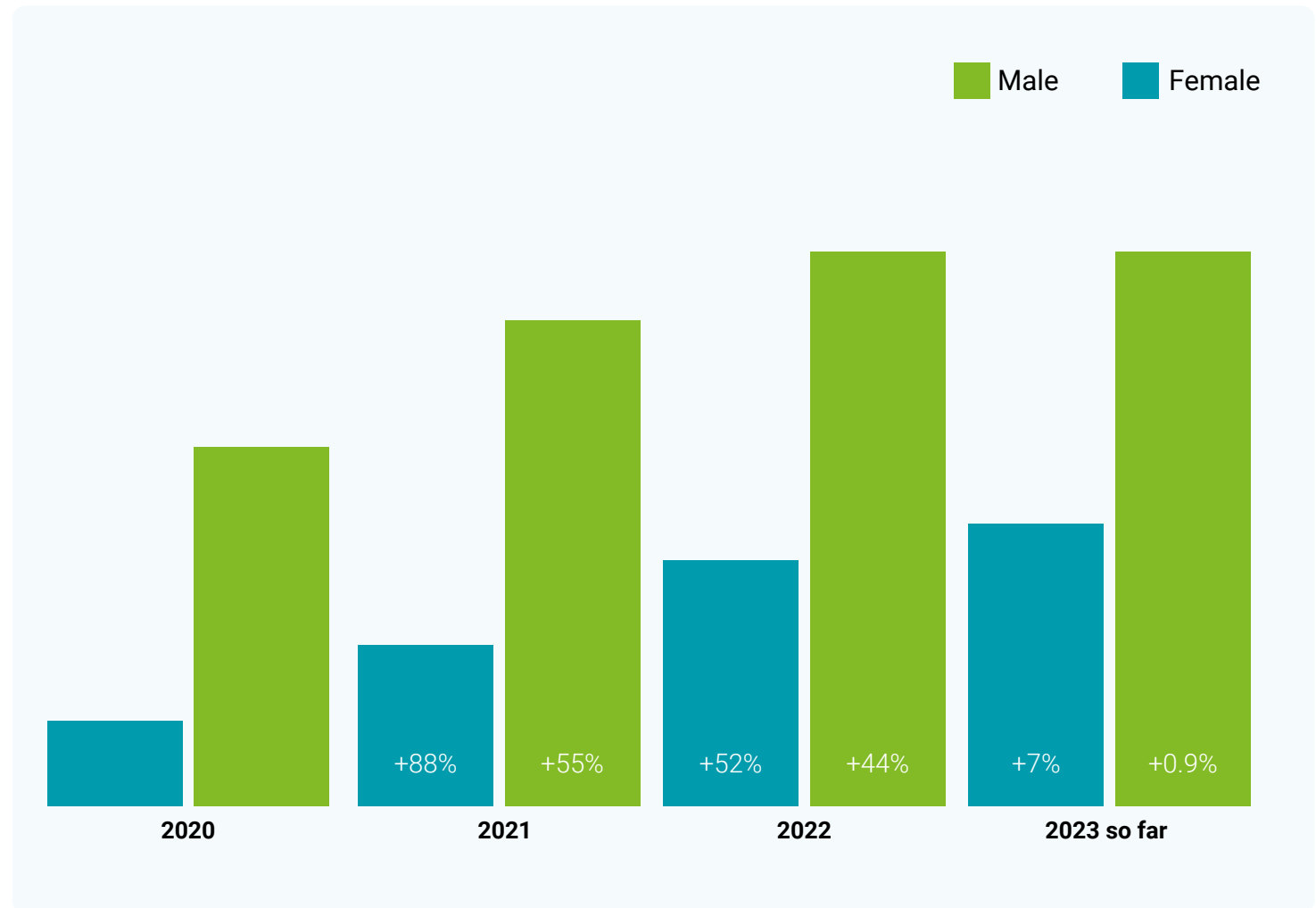
Employees within each pay quartile



Year on year Jurassic Fibre employee growth by gender

Closing the gap

Women are still generally under-represented in the telecoms industry, but we're striving to help the change. In the last two years we've seen a 209% rise in women in the workforce; we've grown from having 45 women in the company in 2020 to 84 in April 2022 and the trend continues. Although only 30% of our workforce in Jurassic Fibre are women, this is higher than the industry average in the UK which sits at 26% in the tech industry according to a report by [Tech Nation](#).



Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

We have developed the following action plan which seeks to address the identified gender pay disparity. This plan will be in place for the period of 12 months and progress will be proactively monitored on an ongoing basis. The overall progress of our actions will be reported in subsequent gender pay gap reports.

The action plan will form part of Jurassic Fibre's commitment to equality and diversity, and will be implemented in line with internal policies that are relevant to this commitment.

In the short term, we will:

- Continue our commitment to develop employees through our internal skills programmes and support them to progress in their career.
- Encourage the use of a broad range of training courses externally and internally.
- Continue to promote equality and diversity training to all staff.
- Ensure that our recruitment processes are shaped to attract and recruit diverse applicants with the necessary skills to meet the organisations future needs.
- Implement the use of a job evaluation scheme to help ensure that the way in which salaries are determined is transparent.
- Commit to our support to all staff who want to start or continue to work flexibly by offering different ways of working, such as part time and compressed hours and hybrid working.
- Continue to run quarterly pulse surveys to all staff to gain feedback and develop action points on a more frequent and less formal basis.
- Review and update internal policies and procedures, including publishing menopause guidance for staff and managers. In 2022, we introduced a menopause policy to recognise the challenges women may face during this period and ensure we support them. We also offer menopause training for all employees, a regular menopause café to offer a forum to discuss and further support through our health care benefits and employee assistance programme.

To attract and retain more women in the longer term, we will continue to:

- Review family-friendly policies and look to enhance family leave beyond current levels.
- Investigate working with local colleges and organisations like Tech She Can and, Women in Tech to encourage more women to consider a career in technology.
- Undertake benchmarking activity across the business to ensure our reward package is fair and equitable to current employees and attractive to candidates.
- Support female employees through introducing period-positive workspaces and maintain momentum with menopause cafés to raise awareness and act as a support mechanism.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Victoria Winner
Chief People Officer



Contact

Please direct any queries relating to this gender pay gap report to
Victoria Winner
Chief People Officer