



Stone Technologies Limited Gender Pay Report 2024



CONVERGE
TECHNOLOGY SOLUTIONS





An Introduction



Alison Hodgens
Director of People
Operations

Stone Technologies Limited, a Converge company is a leading provider of ICT Solutions to UK Public Sector, (organisations within education, health and emergency services, local and central government and housing) and with a growing presence in the Private Sector. Our mission is to improve the education, health and quality of life of people in the UK through Technology.

We are committed to protecting our planet, which is why we are so proud of our sustainability strategy and that our award-winning IT Asset Disposal facility is Zero to landfill accredited.

With **427** employees at the reporting date 5th April 2024, Stone Technologies Limited has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

At Stone, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Stone is an Equal Pay employer - men and women performing equal work receive equal pay.

It is our aim that all our people are treated equally at work operating on fairness and consistency, across all levels and functions within the business. This includes making sure everybody has the same opportunities for recognition, reward and career developments. We are committed to being transparent about our gender pay gap reporting and prioritise diversity and inclusion as a key business objective.

What is Gender Pay Reporting?

People often assume the gender pay gap is caused by men and women getting paid different amounts for doing the same or an equivalent role (this is referred to as equal pay). Whilst this can be a factor there are a variety of factors, including career progression opportunities, work life balance challenges and sometimes unconscious biases. However, the gender pay gap is largely driven by underrepresentation of women in senior roles.

The difference between gender pay gap and equal pay:

1. Equal pay is where men and women should be paid the same for doing an equivalent job. As stated in the Equality Act 2010, it is illegal to pay men and women differently for performing equal work.
2. The gender pay gap measures the difference between male and female average earnings across the whole organisation (it compares all female and male salaries, regardless of the job role, and takes an average of their earnings using different calculations). In an ideal world we wouldn't see any gap in the pay between male and female colleagues.

Mean Pay Gap

The mean gender pay gap is the difference in the hourly pay for women compared to men, within a company.



Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women and all the men in a company in order of hourly pay, the median pay gap is the difference between the hourly pay rate for the woman in the middle of the data compared to that of the man in the middle of the data.



Following the convention set out by the UK Government, a negative number indicates that women on average earn more than men

Pay gap calculation methods:



GENDER PAY GAP 2024

Understanding the Data

Key points in this year's report:



We have a gender pay gap and we know why

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the upper quartile, a result of the male dominated Director and Senior Management positions employed by Stone, and in the lower quartile due to the large number of male operatives.



Our pay gap is reducing

The gender pay gap has closed in all quartiles in 2024 with the exception of the upper middle quartile. However, the percentage of female employees overall has reduced from 2023.



The gender bonus gap is still high

Although there were more females that received a bonus. The value was much lower than that of the male equivalent. This is because a higher proportion of men being in senior leadership positions, senior roles are paid higher bonuses. It is important to note that the calculation is based inclusive of bonuses, commissions, guaranteed bonuses and long-term services awards.

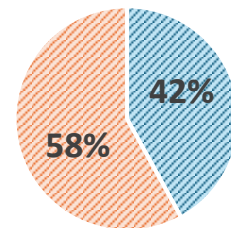


Those included in the gender pay gap calculations

Colleagues are set an hourly rate of pay.

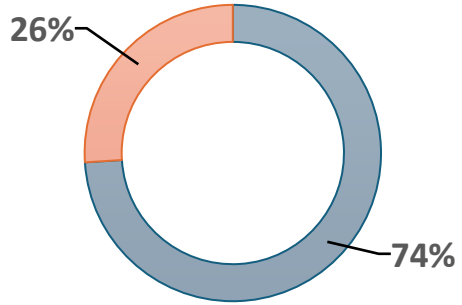
Total Headcount: Male **70.02%** Female **29.98%**

BONUS RECIPIENTS

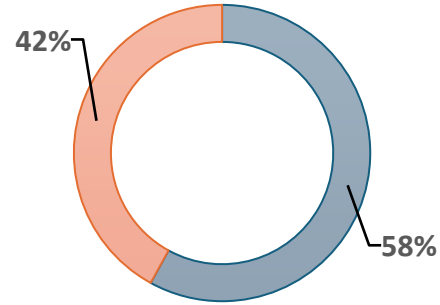


Male Female

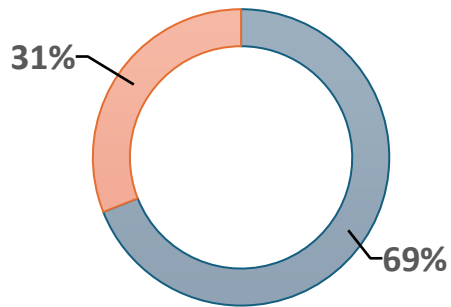
Lower Quartile



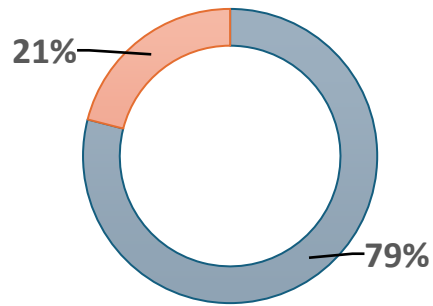
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Male Female

PAY AND BONUS GAP		
Difference between men and women		
	Mean (Average)	Median (Average)
Gender Pay Gap	20.55%	10.66%
Gender Bonus	44%	37.8%

What are we doing to close the gap?



We have a gender pay gap and we know why. Addressing imbalances in gender is crucial for fostering a more inclusive and equitable environment, and we are dedicated in our crusade to achieve this.

Recruitment and Selection

We have rolled out inclusive hiring manager training to all areas of the business. The training focuses on addressing bias when making decisions about who to hire and promote internally.

We use structured interview packs that are standardised to promote consistency and fairness, whilst designing our interview questions to be more inclusive. Developing our systems to analyse the data on potential candidates to prevent unconscious bias.

- Workforce Planning
- Future Job grading plans
- Flexible working - Application process availability of hours
- Introduce more part-time vacancies
- Reintegration into the workplace following periods of unemployment initiatives
- Exit Interview data analyse

Policy Reviews

We have a variety of policies to support our employees. What we are proud of is creating an inclusive and supportive work environment. Helping individuals balance their professional and personal lives more effectively. We offer remote working, flexible hours and part-time work. Job sharing and term time contracts are also a consideration and what we will explore further.

Our flexible working policy is available to all employees regardless of their role and level of seniority and that flexible working is not just about part-time working.

- Flexible Working
- Family Friendly Policies - Maternity, Paternity, Miscarriages
- Foster Friendly Employer
- Hybrid & Home-based working
- Annual leave in hours to support flexibility
- Diversity data to give visibility on the barriers that women face

Career Development

Here at Stone, we are proud of our Leadership development. The engagement and development of employees through leadership, development, talent management and driving high performance is critical for Stone to achieve its strategic goals and vision.

Our programmes target areas which research has identified as the key barriers that hold women back in careers.

- Effective Leadership Programmes
- Senior Leadership Programmes
- E- Learning for all Employees
- Future Focus on policy review/ legislation changes and training requirements
- Apprenticeships

Valued Partnerships

Collaborating with organisations that focus on diversity and inclusion significantly enhances our valued partnerships gaining shared knowledge through resources and best practices. Having joint initiatives on projects and events such as workshops and seminars, or work within the community.

Stone are a proud patron of the Staffordshire Chambers of Commerce, a part of the most exclusive business group in our country.

- Partnerships with the Institute of Technology in Stafford
- Industry leading Accreditations
- Supporting the Community & Charities

Early Careers

Here at Stone, we are proud of the close partnerships we hold with colleges and universities to promote opportunities that are available to all in an industry that we are very passionate about. We support T-Level students with placements to give experience and insight in a variety of sectors within the business.

We support work experience placements and offer a robust mentorship and training programme for all involved, enabling valuable knowledge and insight to what a business like Stone is all about.

- Early careers development
- T-Level support
- Working partnerships with Colleges and Universities
- Work Placements

Visible Senior Leadership

Stone Technologies Group, A Converge Company was acquired by Converge Technology Solutions in Quarter 4 of 2022.

Converge fosters a culture of innovation, collaboration, and expertise that creates strategic outcomes for clients whilst preparing for tomorrow.

The Converge board has recently appointed two females to be part of this vision, which strengthens our aims to be inclusive in our vision.

- Team Events
- Senior Leaders and Chiefs of the business providing induction welcome sessions to new employees
- Team briefs and interactive announcements



I confirm that the data published in this report is accurate,
Alison Hodgens, Director of People Operations.