



The Technology Partnership
The space to invent.

Gender Pay Gap

October 2021



Statement from the Managing Director

I strongly believe in equal opportunities and a diverse workplace and the value it can bring us all personally and in business. While we have been aware of our gender imbalance for some time and made some efforts to improve it, the gender pay gap numbers are a stark reminder that we are not where we aspire to be and that we need to do more.

We have an amazing team at TTP, bright, inventive, ambitious. But if we only attract and retain certain types of people our community and capability will be poorer and we will not achieve our potential. Diversity in the workplace brings together different mindsets, enables better thinking, better ideas and more success individually and as a team.

One of the aspects I value most at TTP is the collaboration between very capable people with different background and mindsets. I have experienced first-hand how an environment of trust and freedom that encourages different perspectives and respectful challenge, enables us to achieve so much more together than we could alone.

Improving our diversity will not be achieved overnight but we are committed to making substantial progress. I am very pleased that we now have a team in place who will be developing a diversity and inclusion plan. This will drive our efforts and enable needed change in our business.

Dr Sam Hyde, October 2021



What is gender pay gap?

Since April 2017, all UK companies with over 250 employees have been required by law to annually publish figures on their gender pay gaps.

The gender pay gap shows the differences in the earnings between men and women in the following ways:

- the difference between the hourly earnings of men and the hourly earnings of women (earnings include basic pay and allowances)
- the difference between the bonuses paid to men and women
- the proportion of men and women receiving bonuses and
- the proportion of men and women in each quartile of the organisation's pay structure.

How does this differ to equal pay?

Equal pay is the legal requirement for women and men to be paid the same for like work or work of equal value, as set out in the Equality Act 2010, and is the protection against unfair pay.

The gender pay gap signifies the profile of the workforce and not whether men and women are paid the same for doing the same job.



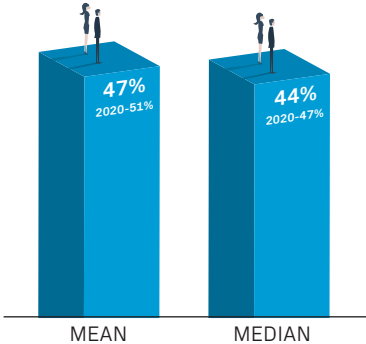
Gender Pay Reporting

Mean and median hourly pay

Our mean gender pay gap is 47% (2020-51%).

This is the difference between the average hourly earnings of men and women across the whole employee population, expressed as proportion of men's hourly earnings.

Our median hourly pay gap is 44% (2020-47%).

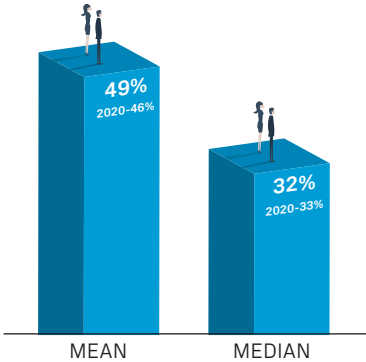


Mean and median bonus pay

Our mean bonus pay gap is 49% (2020-46%).

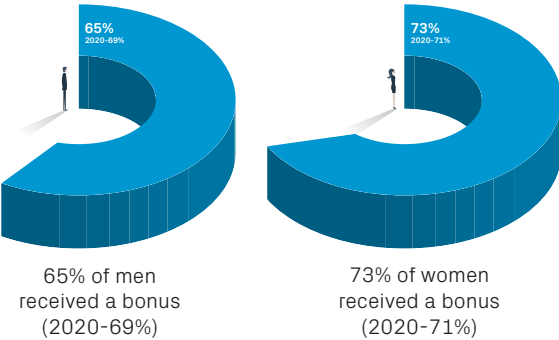
This is the difference between the average bonus pay paid to men and women, expressed as a percentage of the average bonus pay paid to men.

Our median bonus pay gap is 32% (2020-33%).

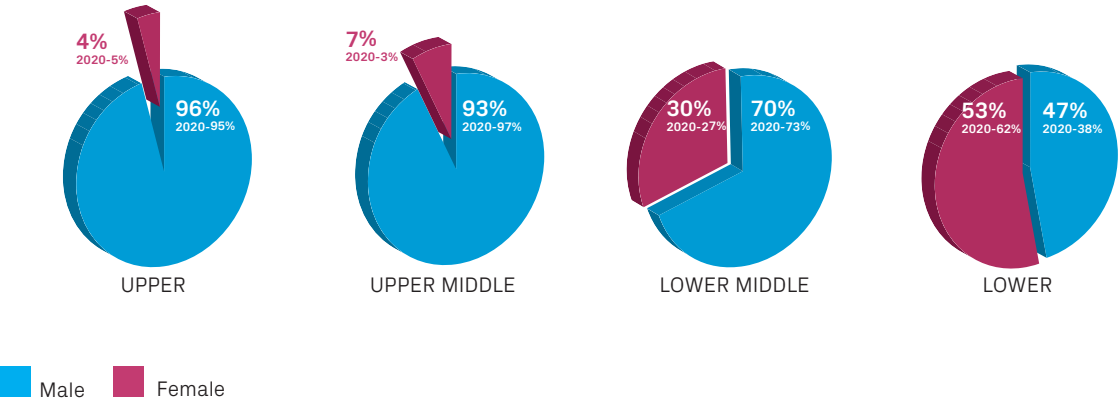


Bonus pay

We pay bonuses once a year to all eligible staff. Those who joined too late for the bonus and staff who had their bonus paid into pension still have to be counted, therefore our bonus payment rates are not 100%, as reflected in the graphics.



Pay Quartiles



Understanding the gender pay gap at TTP

Our analysis has shown a gender pay gap for both pay and bonus. Although this challenge is faced by many companies with a technology and engineering focus, we recognise that in TTP:

- we have not retained women at the same rate as men
- we have been more successful at recruiting female consultants who are at an earlier career stage than we have been with more experienced female consultants, increasing our pay gap and
- the majority of our more senior positions are currently held by men

Looking to the future

We are determined to retain, progress, and recruit more women.

We're making it easier for women (and men) to stay and grow at TTP.

With 57% of female engineers dropping off the professional register by the age of 45, there's an industry-wide problem retaining women in engineering roles long-term. We offer new parents a phased return to work option as standard, we support more agile ways of working to better meet the needs of people when it comes to managing life outside of work, and we have enhanced our maternity and paternity pay. Most importantly, we have a thriving community and encourage people to connect with each other for support, learning, friendship, and fun – including our Women's Network and Development Coaches for every TTPer.

Through STEM outreach, we're inspiring tomorrow's scientists and engineers.

We are sponsoring a number of events focused on women in tech, we are working with university societies that support and encourage women into STEM careers, and we continue to support Cambridge LaunchPad, Arkwright Scholars and local schools to inspire and support all children interested in STEM careers.

The principle of equality and the power of different perspectives are core to the essence of TTP, so we know we can do better. There's no quick fix, and we certainly don't want to make any token gestures. Instead, we're committed to closing the gap in a sustainable way that will create a better balance of men and women across our company.





TTP is an independent technology company where scientists and engineers collaborate to invent, design and develop new products and technologies. Working across a wide spectrum of industries including health, telecoms, industrials and consumer, TTP creates breakthrough solutions that bring strong commercial value to clients and the benefits of technology to all.

TTP plc
Melbourn Science Park
Melbourn, SG8 6EE, UK
+44 1763 262626
ttp.com