



The Technology Partnership  
The space to invent.

# Gender Pay Gap

November 2022



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TTP is a community of independent thinkers, working together to solve complex problems and create significant value. Different perspectives, contrary opinions, and new ideas, combined with a strong team spirit, are at the heart of our magic, so I'm convinced that both diversity and inclusion are integral to our future success.

For too long, women were an underrepresented part of our team; but this is starting to change. We have a significant number of talented women choosing to start and develop their professional career at TTP and an emerging cohort of female leaders now building our business. I am excited by the progress made and the benefits that will bring to our community.

We always said it would take time to address the gender pay gap in a thoughtful and sustainable way and there was no quick fix. However, we are committed, we have strong plans in place, and we will continue to make progress.

Dr Sam Hyde, November 2022  
Managing Director



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## 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.

We fully support the reporting of gender pay gap figures. For us, it provides transparency across our community and serves as a useful data-gathering exercise from which we can learn and chart our own progress year-on-year.

### How does this differ to equal pay?

This is the legal requirement for men and women to receive equal pay for like work (work that is the same, similar, or equivalent) or work of equal value. This is set out in the Equality Act 2010, but dates back to legislation from 1970, and is protection against unfair pay.

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



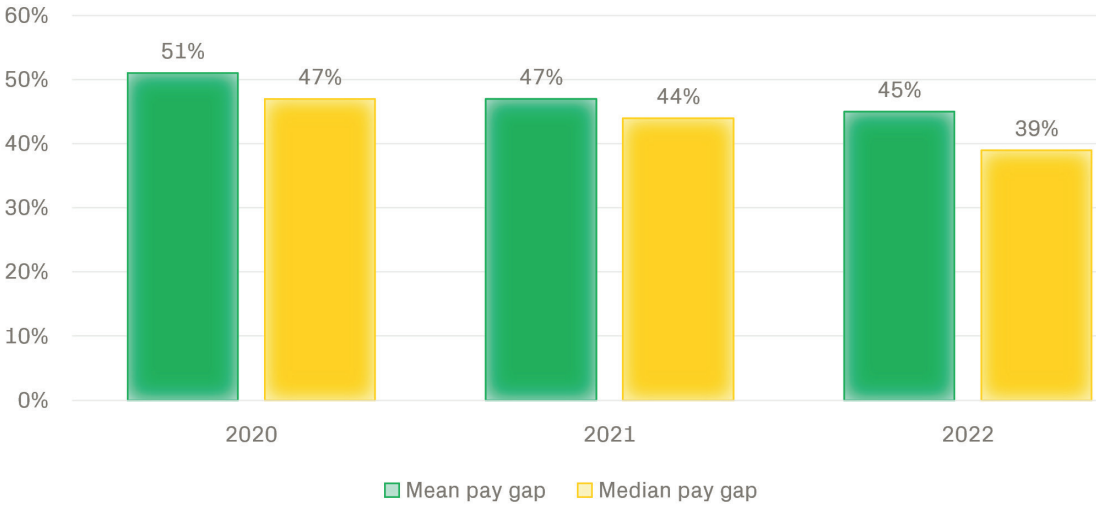
# Gender Pay Reporting

### Mean and median hourly pay

Our mean gender pay gap is 45% (2021-47%).

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 39% (2021-44%).



### Mean and median bonus pay

Our mean bonus pay gap is 49% (2021-49%).

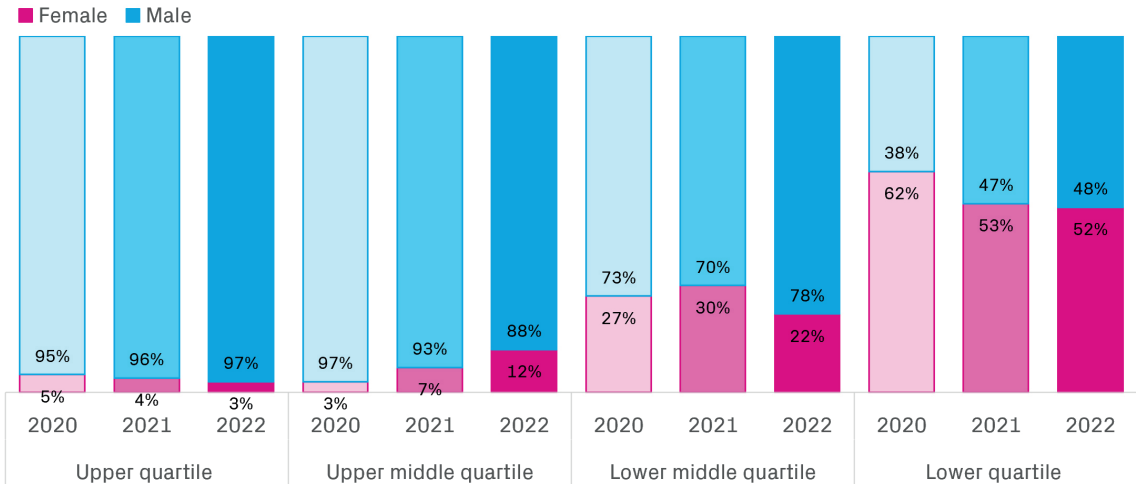
This is the difference between the average bonus pay paid to men and women, expressed as a percentage of the average bonus pay paid to men.

Our median bonus pay gap is 35% (2021-32%).

### 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



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## 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

There is a lot of work ahead of us in closing our gender pay gap. There is no quick fix and we do not want to make token gestures. Rather, we are committed to closing the gap in a sustainable, thoughtful way, that will create a better balance of men and women across our company.

Below are some of the actions we are taking, organised against our three broad long-term strategies for diversity, equity, and inclusion.

### **All colleagues feel that they belong within our community**

We are working hard to ensure that ours is a vibrant, inclusive, and understanding community in which all feel welcomed and like they want to stay within TTP. We come together to have fun, as well as to support and learn from one another.

Our Women's Network is one of a long list of community groups within TTP and it is through them that a lunch and learn session focused upon the menopause was held – not just for women, but for everyone across the business. Simultaneously, we launched an offering with BUPA to provide 12 months of expert support for any of our employees going through the menopause. Our Activities & Community Fund provides funding and support for such networks and social groups, with current activities ranging from sports (rounders, Zumba and running clubs, to name just a few), to Art and Gardening clubs, to praying groups. Providing a diverse range of activities to suit different individuals interests and creating opportunities for people to come together in different ways.

To try and ensure that our female employees can stay with us throughout their lives and career, we offer all new parents a phased return to work option as standard and provide a mentor for new Mum's as they transition back to work. We have also enhanced our maternity and paternity pay, and we support more agile ways of working to better meet the needs of people when it comes to managing life outside of work.

### **A diversity of brilliant people progress here**

The re-shaping of our internal business structure last year created several new opportunities: from team-leadership, to pioneering new markets, to people development, operational and strategy roles. This has broadened the range of roles across TTP, and we have seen a number of these present significant development opportunities for women across the business – creating female leaders, within all of our business units, in a way we have not visibly had in the past.

Progression within TTP is not solely about aspiring towards named roles and titles, however. Development of everyone – whether someone aspires to lead a market team, be a project leader, or a guru in their own field of technical or professional expertise – is key. For this reason, we have spent the last year creating our own framework for development, which will help to inform our community and provide transparency in what opportunities exist within TTP, and how people can seize these.

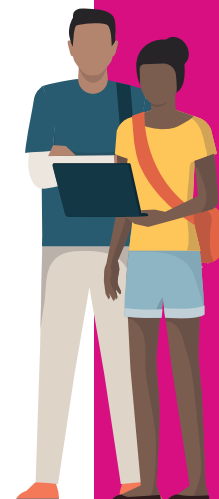
**We recruit from a broader pool of talent**

We are sponsoring several events focused on women in tech, with our involvement ranging from answering questions at careers stalls, through to speaking on panel sessions and delivering skills sessions. Our recent collaboration with Bright Network on their Women in TEC event saw us engage with over three hundred young women from across the UK who aspire to a career in tech.

We are also continuing to support Cambridge LaunchPad, our Arkwright Engineering Scholars, and local schools. Our schools outreach ranges from attending local careers fairs, to sponsoring and helping with events and STEM competitions for secondary schools and sixth forms. We also have our own scholarship scheme, through which we are supporting a young female electronics engineering undergraduate. We hope to grow this scholarship scheme over time, specifically focusing on supporting individuals under-represented in STEM.

Through these activities we intend to inspire and support individuals, helping them see what a career in STEM can be like, and – most importantly – that it could be a career for them. We are also beginning to see the effects of our early careers outreach, with greater diversity within our intern and graduate pipelines: our 2022 intake included the highest number of female graduates we've ever had join us at one time.

We will continue with our early careers and outreach work, but over the coming year also want to explore what more we can do to bring in experienced female hires, including women who may be career-returners or career-changers. Our aim is that this creates a balance of men and women throughout our community, at all career stages.





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, life science, industrials and deep technology, TTP creates breakthrough solutions that bring strong commercial value to clients and the benefits of technology to all.

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