Softwire

Softwire 2024 Gender Pay Gap Overview.

As predicted in the 2023 report our Gender Pay Gap has narrowed this year, with the median hourly pay gap reducing from 26% to 19% and mean from 21% to 17%. This is a direct result of our "hire, train, retain" strategy to improve diversity in the Tech sector:

► Since 2020 **41% of the entry-level developer roles we have created have gone to** women, which has contributed to a company-wide increase of female representation to 39%.

► Those women are achieving **a promotion on average once every 23 months,** and this is now starting to have an impact on our gender split in the upper quartile (up to 32% - we expect this to increase further over the coming years).

► They also have a very high **retention rate of 97% year-on-year,** ensuring that these changes are sustainable for the long-term.

We did not meet our gender diversity goals for our 2023 entry-level developer intake (only 26% women); in response we have updated our recruitment strategy to renew our emphasis on our career switcher and returner routes, and 2024 looks to have a much more even gender split.
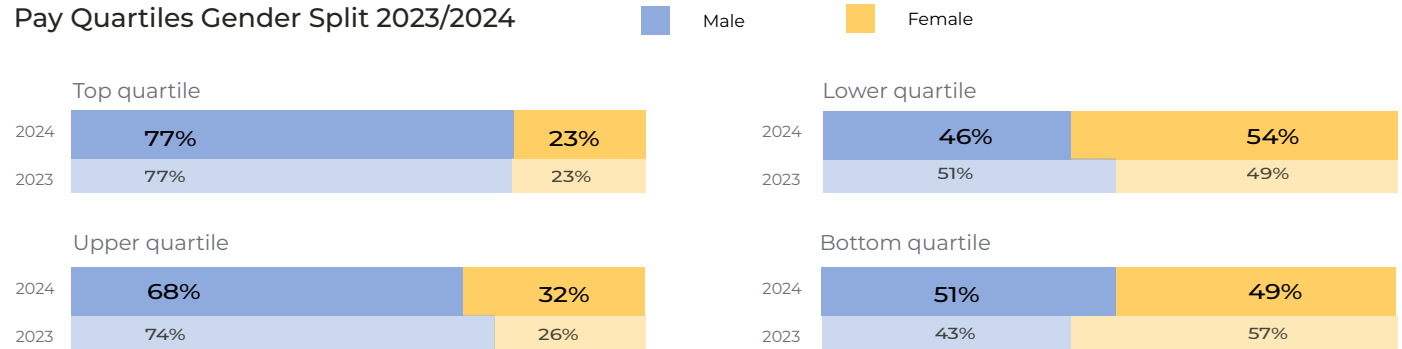
We have also continued to maintained gender balance in our senior hiring, with 56% of senior vacancies being filled by women in 2023.
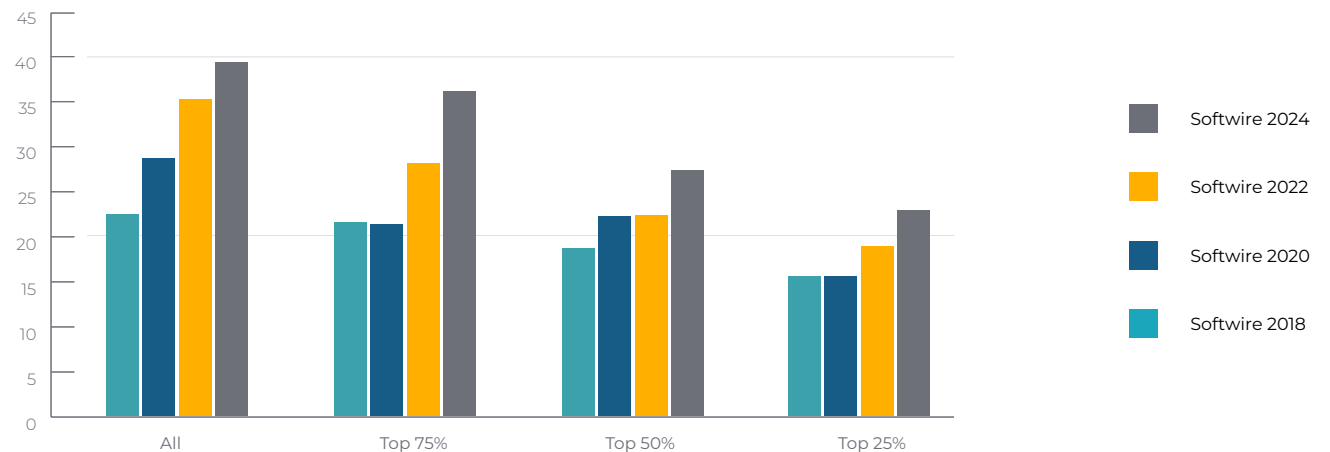
These are our gender pay gap figures for 2024

19%
Median hourly pay gap

17%
Mean hourly pay gap

40%
Median profit share gap

43%
Mean profit share gap

Pay Quartiles Gender Split

Pay Quartiles Gender Split 2023/2024

Male | Female

Top quartile

	Male	Female
2024	77%	23%
2023	77%	23%

Upper quartile

	Male	Female
2024	68%	32%
2023	74%	26%

Lower quartile

	Male	Female
2024	46%	54%
2023	51%	49%

Bottom quartile

	Male	Female
2024	51%	49%
2023	43%	57%

Representation of women above each pay threshold

Legend:
- Softwire 2024
- Softwire 2022
- Softwire 2020
- Softwire 2018

Categories: All, Top 75%, Top 50%, Top 25%

Our objective is to improve diversity not just at Softwire, but in the Tech sector as a whole, particularly in leadership roles. Our strategy for achieving this is based on 3 core pillars:

Attracting talent

TechSwitch Investment: We are proud of our TechSwitch bootcamp, which offers free training and placements for those looking to switch to a career in Tech. Notably, 74% of our learners to date have been women.

Career Switchers/Returners: We have increased the number of people we hire from Techswitch and other bootcamps, and will continue to do so. This has strengthened Softwire by bringing in people with diverse backgrounds and fresh perspectives, including a higher gender diversity.

Outreach: We continue to support various women-in-tech initiatives to attract and nurture new individuals into the industry, through mentorship, hosting events and partnering with women focused university societies.

Developing leaders

Role Models: We recognise the importance of representation and are proud that 56% of our senior hires were women in 2023. However, we still face challenges improving diversity in senior tech-specific positions, and this will be an area of focus over the next few years.

Mentoring: We created LevelUp, a mentoring initiative designed to empower women with the skills and mindset to advance their careers. After running two successful pilots, we are now expanding this program to the wider Softwire community.

Equality of Opportunities: We continually monitor our promotion and retention rates to ensure we provide fair and equal opportunities. Where the data flags a potential issue, we have acted fast to investigate further and modify our processes accordingly.

Retaining at Softwire

Community Groups: Our Hypatia Network, an employee-led initiative, fosters a supportive community for individuals who do not identify as cis men. With 116 members, this network provides a platform for connection, experience sharing, and mutual support within Softwire.

Fair Rewards: Employees have full transparency over our banding and profit share figures, which provides fair compensation for everyone in the same role.

Inclusive Policies: Our flexible working policies and emphasis on work-life balance enables a broader range of people to thrive at Softwire. For example, our enhanced parental leave and flexible return to work plans contribute to a very high retention rate among new parents.

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