

# Our 2018 Gender Pay Gap Report

Sogeti UK Ltd



# An introduction from our HR Director



*As part of Capgemini UK we are on a determined drive towards ever greater inclusion*

Sogeti UK is committed to hiring, developing and paying our colleagues without regard to their gender. Small companies like ours are able to monitor what they do as well as large firms but don't always have the resources to run major initiatives, enter for external benchmarking or seek other forms of external recognition. As part of Capgemini Group, Sogeti UK can do these things, by playing an active part in the programmes and actions of Capgemini UK.

This is our second published Gender Pay Gap report. Since our 2017 report, we have seen some figures improve, some stay about the same and some get worse. This was anticipated: in a small company, a few staff changes can have a big

impact and we are in an industry that has long struggled with gender diversity.

I was recently at a conference where HR Directors from many different organizations and sectors were saying that their Gender Pay Gap had not improved or got worse; then one speaker pointed out that this is a long-term programme, especially in traditionally male-dominated industries. What matters is that you track progress and take actions to build a trend in the right direction. That's the approach we take at Sogeti UK: celebrate every step in the right direction and act to ensure every step becomes positive, with increasing speed, over time, until we have closed the Gender Pay Gap.



**Dick Barton, Sogeti UK  
HR Director**



# Headline data

The data below is the required content for a Gender Pay Gap report

## The overall difference between men and women

|  | Mean  | Median |
|--|-------|--------|
| Hourly pay<br>In April 2018                            | 12.0% | 12.8%  |
| Bonus pay<br>In the year to 5 <sup>th</sup> April 2018 | 78.8% | 80.7%  |

## The proportion receiving bonus pay in the year to 5<sup>th</sup> April 2018



12.61%  
of women

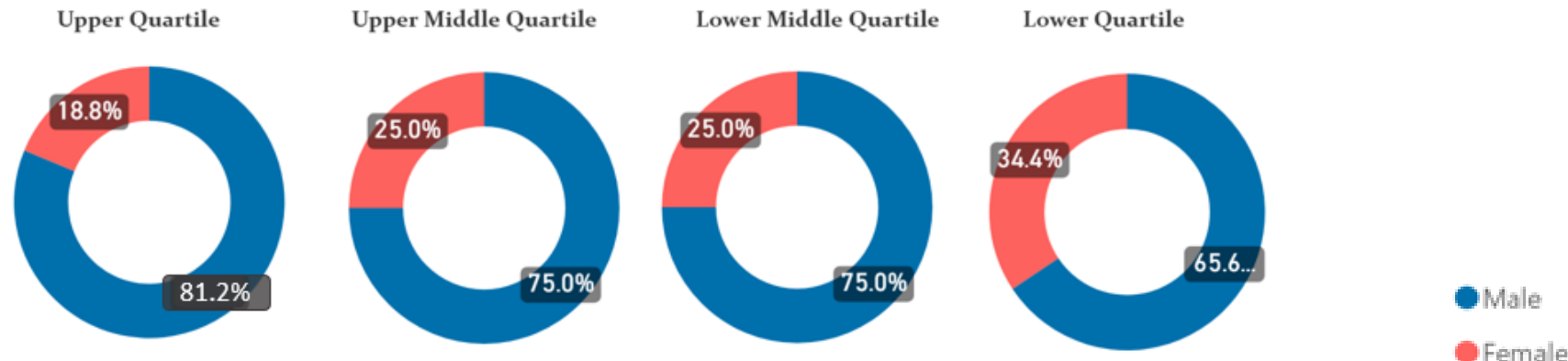


15.24%  
of men

Note: we've taken action to broaden the number of colleagues who receive bonus pay, which will include many more women and improve the bonus pay gap. We're also increasing female recruitment and taking other actions to close these gaps – more details on the following slide.

## Pay quartiles

Gender distribution at Sogeti UK across four equally sized quartiles



# Working to close the gap

## Hourly pay

Our hourly pay figures are better than many in our industry but they will not be good enough until they are zero. Over the last year, we have seen a deterioration in our hourly pay gap, as was expected due to a small number of joiners and leavers, which is enough to have an impact in a small firm. In our most recent pay review, the average pay rise for women was higher than the average pay rise for men – not by much (as you would expect, given that gender is not a factor in pay considerations) but evidence that we are moving in the right direction. The real source of the gap is a lack of women in more senior roles.

## Bonus pay

We have not, historically, paid bonus except at the most senior levels. From 2019, we have introduced variable pay at mid-level grades as well. This means that, if our current population were to remain unchanged, a future Gender Pay Gap report will show 50% of females receiving bonus pay, with men only slightly ahead at 54%. Having a much greater number of people in the bonus pay 'pot' will significantly reduce the gap in bonus pay as well.

## Quartiles – and the real reason for our gaps

While we have increased our female representation in the upper mid quartile, the other quartiles show no change or a deterioration. This can happen when you seek to improve gender diversity by bringing more women into a business at entry-level grades. Historically, we have had about 25% women and hiring in most years had matched that. In 2017 we had a great year with 33% female hires, and 2019 is getting off to an even better start, with 43.7% female hires. The challenge we face is a shortage of candidates for more senior roles, which is the real source of all our current Gender Pay Gaps.

The following slide shows our current gender action plan. As well as hiring females into senior roles, we need to encourage more women to stay on longer at Sogeti, building careers with us and moving up to the senior roles

# Sogeti UK – striving to be a truly diverse & inclusive organization where **everybody feels valued, included and empowered**



Sogeti UK has long worked with our sister company, Capgemini UK, in its work towards making a sustainable improvement to the world of work with the diversity and inclusion programme.

An organization change in 2018 means that Capgemini UK is no longer a sister company – Sogeti UK is now fully a part of the Capgemini UK business giving us even greater opportunity to be part of 'Active Inclusion': launched in 2016, this programme was born from a desire to ensure that all of our team members feel valued, included and able to be their authentic self at work.

Active Inclusion is not a one-off project; it is a long-term sustained commitment to making our workplace more inclusive. It is sponsored by the Capgemini UK Country Board and fully endorsed by the Sogeti UK Leadership Team

Key achievements of the Capgemini UK Active Inclusion programme since September 2017 which Sogeti UK has been part of:

- The 'Think | Ask | Act' video campaign, which inspired our people to move beyond awareness and take action. This was recognised with three awards at the recruitment industry RAD awards 2019
- Recognition as a Stonewall Top 100 Employer
- Launch of our BAME network
- Mobilisation of mental health champions across the UK

## Sogeti Gender Action Plan 2019

### **Attract**

- A strong recruitment focus on boosting our female talent pipeline
- Ensuring an inclusive approach to hiring
- Improve gender balance of short-lists

### **Make a real difference in female leadership**

- Improve the gender balance on leadership teams
- Take gender into consideration when succession planning for all key leadership roles

### **Increased focus on Retaining and Developing females**

- Retain – Targeted mentoring for women and measure progress
- Develop – Identify female talent, target development interventions and track progression
- Promote female role models

### **Increase focus on Flexibility** – wider than Active Inclusion & the key to attracting and retaining all top talent

- Extend targeted Active Inclusion messaging, actions and education to include Managers
- Equip Managers to facilitate conversations on Active Inclusion and flexibility with clients

# Women at Sogeti UK share their experiences



**Pratima Kulkarni**

Managing Consultant

Joined Sogeti UK September 2016

I am working for Public Sector client under a Capgemini & Sogeti jointly managed Testing Account. Being passionate about my work, I always opted for challenging opportunities where I can grow personally and professionally.

I started my Sogeti journey as a Test Manager and was blessed to have excellent colleagues, managers and mentors. With the ever encouraging atmosphere, I soon managed to prove my management skills on some challenging Programmes. Building the trust and accountability, I managed to achieve all my aspired career objectives along with my learning and certification needs. My journey was supplemented with some excellent client & management feedbacks, a promotion, 2 Capgemini applauds and 2 Sogeti Star Awards for both the years I have worked with Sogeti.

“Here at Sogeti, I seem to have found everything I ever wanted from my work – satisfaction, career growth and a great work life balance.”



**Latha Konda**

Managing Consultant

Joined Sogeti UK March 2016

When I made my career move and joined Sogeti, I was overwhelmed with the warm and welcoming culture at Capgemini Group. New to the organisation, I benefited from senior management guidance and support to deliver end to end test management role across multiple portfolios. In my current role as a senior test manager, I lead a team of test managers, test leads and testers across locations.

My Engagement Lead role has given me excellent opportunities to be a part of the extended Leadership team. I am delighted with the confidence my senior leaders have in me which is evident from my nomination to the much sought after Leadership programme within the Group.

“Friends always wonder how I am able to manage all the travel and work demands. The simple answer I have is the flexibility, support and encouragement provided to me by my managers and colleagues who add to my motivation to go the extra mile.”

# Women at Sogeti UK share their experiences



**Penelope Williamson**

Solution Director

Joined Sogeti UK May 2011

I was hired as one of the first Managing Consultants for the Telco practice. I've enjoyed a varied, challenging and exciting career and am now a Service Delivery Director.

I've found the people I work with embrace the values of Capgemini; they're supportive, providing help when needed and I've been able to provide that support to others.

For a Professional Service Consultancy, people are the most valuable element of the business. The time and energy spent by Sogeti and Capgemini on fostering and developing an open, supportive, diverse and inclusive workplace is second to none. I am proud to be part of the leadership team that delivers this. Sogeti, as part of Capgemini, recognises that work life balance is crucial to the success of the business and fully supports the marvellous initiatives embedding diversity and social responsibility within the DNA of the business.

**"Truly a great place to work and have a fabulous career."**



**Jenny Higgins**

Principal Consultant

Joined Sogeti UK January 2012

I joined Sogeti as a Graduate Consultant and progressed to Principal Consultant, currently managing a project test team on a client site. The graduate scheme was a 6 week course covering test and soft skills. It ensured that, as a history graduate, I had enough knowledge to start working with clients quickly and efficiently - not to say that the learning stopped there.

I've had the opportunity to work on multiple client sites across the UK since then, which has enabled me to learn various ways of working and testing methodologies in a short space of time. My mentors at Sogeti have always been fantastic, fully supporting me to progress in my career, while enabling me to learn new technologies and skills.

**"In short, Sogeti is an inclusive workplace, where people are recognized for their abilities and talents and are empowered to progress their careers regardless of any outside factors."**

# Comment from Paul Scales, Head of Sogeti UK



Recently we celebrated International Women's Day: as well as a newsletter and intranet articles, we had a celebration at our London Headquarters, with a speech, a toast and food. Marking this event each March is important. More important is taking actions to encourage inclusion for all, especially for those who are under-represented in our business and even more especially for those under-represented at senior levels. As well as the right thing to do, these changes are vital for business success in a modern competitive environment. While we are talking about long-term change, actions taken now will start to have an effect soon and the goal will be reached more quickly if we continue to challenge ourselves.



## DECLARATION

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.



**Paul Scales**  
Head of Sogeti UK



**Dick Barton**  
HR Director





## About Sogeti

Sogeti is a leading provider of technology and engineering services. Sogeti delivers solutions that enable digital transformation and offers cutting-edge expertise in Cloud, Cybersecurity, Digital Manufacturing, Digital Assurance & Testing, and emerging technologies. Sogeti combines agility and speed of implementation with strong technology supplier partnerships, world class methodologies and its global delivery model, Rightshore®. Sogeti brings together more than 25,000 professionals in 15 countries, based in over 100 locations in Europe, USA and India. Sogeti is a wholly-owned subsidiary of Capgemini SE, listed on the Paris Stock Exchange.

Learn more about us at  
[www.sogeti.com](http://www.sogeti.com)



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