Gender Pay Gap Report 2024

Prosperity 24/7

Great Minds, Always.

Introduction

We believe that reporting on the Gender Pay Gap is essential for ensuring transparency and driving progress. While it is not a legal requirement in Jersey, we have adhered to UK statutory guidance. These guidelines require reporting on a binary basis, comparing pay gaps between men and women. Therefore, our report does not include pay data for colleagues with other gender identities.

The gender pay gap reflects more than just unequal pay for the same role; it highlights broader workforce inequalities such as differences in career opportunities, unequal access to higher paying roles, job segregation, and the disproportionate burden of unpaid care work on women. Closing the gap requires addressing these underlying challenges, not merely equalising salaries for similar positions.

Attracting female talent in the IT consultancy industry remains a considerable challenge. The sector has traditionally been male dominated, with cultural perceptions often associating tech roles with men, which can discourage young women from pursuing IT consultancy careers early on. At Prosperity 24/7, we focus on key efforts which include closing pay gaps, increasing female representation in technical and leadership roles, and ensuring fairness within recruitment, promotions and development. By tackling these challenges and promoting an inclusive workplace culture, Prosperity 24/7 fosters a more balanced and equitable environment, highlighting the importance of proactive steps toward gender equality and inclusion.

Geraldine Evans
Chief Operating Officer
Prosperity 24/7

"Our aim at Prosperity 24/7 is to create a transparent and inclusive culture which provides opportunities for all".

Marisa Hamon
HR Director
Prosperity 24/7

"From junior colleagues to senior leadership, male allyship is an important factor in encouraging our female colleagues to step outside the perceived norms."

Our Data

Hourly Pay Gap

Median +8.3% difference

The median hourly pay gap is the difference between the hourly rate for the woman in the middle of all rates paid to women, compared to the hourly rate for the man in the middle of all rates paid to men.

Mean +10.1% difference

The mean hourly pay gap is calculated by creating two lists based on gender, followed by adding all employee's rates of pay together and dividing by the total number of employees.

The median and mean GPG scoring shows that Prosperity 24/7 pay our female employees fractionally more per hour than our male employees. The median difference is £0.08 per hour in favour of our women, which is a pay gap of +8.3%. The mean difference is £0.10 per hour in favour of women, which is a pay gap of +10.1%

Proportion of employees receiving a bonus

Female

Male

The Bonus Pay data shows that regardless of gender, roughly ¾ of the company receive a bonus.

Our Data

Representation of males and females in the company within pay quartiles

Pay quartiles are based on ranking hourly rates across the business, dividing employees into four equal groups, and calculating the percentage of males and females in each. The data below shows the distribution of male and female roles at each level of the business.

While women represent 21% of our workforce, **we are proud of the significant presence of our female employees in senior positions.** We remain dedicated to fostering an inclusive environment and continuously review our recruitment and career development practices to support equality and diversity throughout our company.

Upper hourly pay quarter (highest paid)

Upper middle hourly pay quarter

Lower middle hourly pay quarter

Lower hourly pay quarter (lowest paid)

The GPG Quartile data shows that the majority of women at Prosperity 24/7 hold mid-level pay positions, but are under-represented across the company workforce.

Our Commitment

Equal Pay Audits

We conduct regular equal pay audits and publish our Gender Pay Gap report every six months.

Parental Leave

Split parental leave is now a statutory right. We encourage and support all employees to take this leave to spend valuable time with their child and support their partner. All our male colleagues have opted to take parental leave.

Diversity

Our recruitment process is fair and inclusive, aiming to build a diverse workforce. This includes crafting inclusive job descriptions, assembling diverse interview panels, engaging with local talent pools, promoting our diversity commitment, tracking metrics, and offering flexible work.

Unconscious Bias

We provide bias awareness training to all colleagues to support recruitment and ensure a discrimination-free environment.

Flexible Working

Recognising the importance of work-life balance, Prosperity 24/7 has implemented flexible work arrangements to accommodate diverse personal and family needs. We believe that balancing work and personal life enables professional and personal excellence.

Professional Development

We are committed to our employees' professional growth and development, offering tailor-made personal development plans designed to empower all colleagues equally.

Our Action Plan

Our sector has traditionally been male dominated, with cultural perceptions often associating tech roles with men, which discourage young women from pursuing IT consultancy careers.

Our action plan at Prosperity 24/7 to close the Gender Pay Gap will focus on:

Attracting Female Talent Into Our Industry

We are taking steps to attract more female talent into our industry by supporting on-island initiatives that address the barriers to women in technology, and offering training and mentorship programs, and by partnering with organisations that support women & young girls with tech skills.

Reviewing Job Descriptions and Adverts for Gender Bias

We are reviewing our job descriptions and adverts to ensure that they are free from gender bias and actively promote diversity and inclusion in the workplace, with the aim of attracting more female talent.

Focusing on Professional Development & Male Allyship

We are focusing on developing and promoting local talent by investing in training and education programs, aligning our performance goals with Gender Pay Gap key findings, and celebrating the positive culture and male allyship at Prosperity 24/7.

Prosperity24/7 is a fast growing business and technology consultancy practice, serving local and global marketplace. We accelerate digital and business transformation through effective change management and technology solutions, enabling our clients to deliver excellence and build trust in the services they provide to their customers.

Founded in 2011 and employing some 60 great minds in the Channel Islands, our simple philosophy is if we do our best to help each other, by looking after our clients, our colleagues and our community, then we can all prosper.

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