

# GENDER PAY GAP

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# 2017

insure  
the  
box 

“ In any organisation it’s people that create value. And not just any people – those who work together to solve problems; have a sense of purpose and belonging; challenge themselves and each other to think differently; and make smart decisions based upon their life experiences. We know that when we all think alike, then no one is truly thinking.

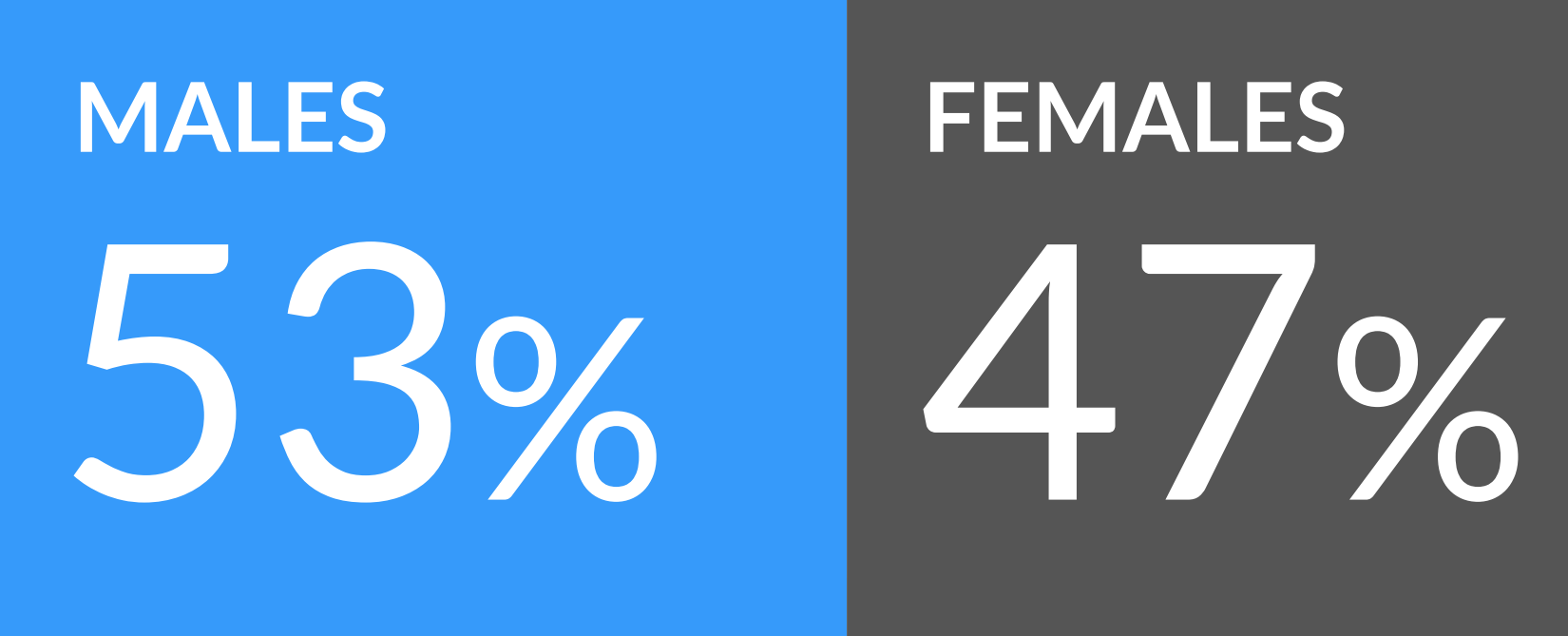
To drive value for our colleagues, customers and shareholders we place great value on creating a culture that draws upon the richness of our unique experience – reflected by talented people from all genders, races, religions, sexual orientations, ages and backgrounds. We capitalise on what is unique about our people and by accessing, recruiting and developing talent from the broadest possible talent pool, we gain new and better insights and generate greater creativity in anticipating our customer’s needs.

Our customers expect the highest standards for our people and we expect the same when it comes to equality. To drive ethical, inclusive and community conscious practices, we treat everyone as equals, ensuring colleagues at all levels help to support our position on equality and inclusion. Please read on to see our results and also what we are doing to address any imbalances at insurethebox. ”

**ANDY PREACHER**  
Group Head of People & Culture UK

insurethebox is the UK’s largest telematics insurance provider with over 4 billion miles of driving data and associated claims. We have 353 employees across Central London and Newcastle.

**our gender split**



**what is the gender pay gap?**

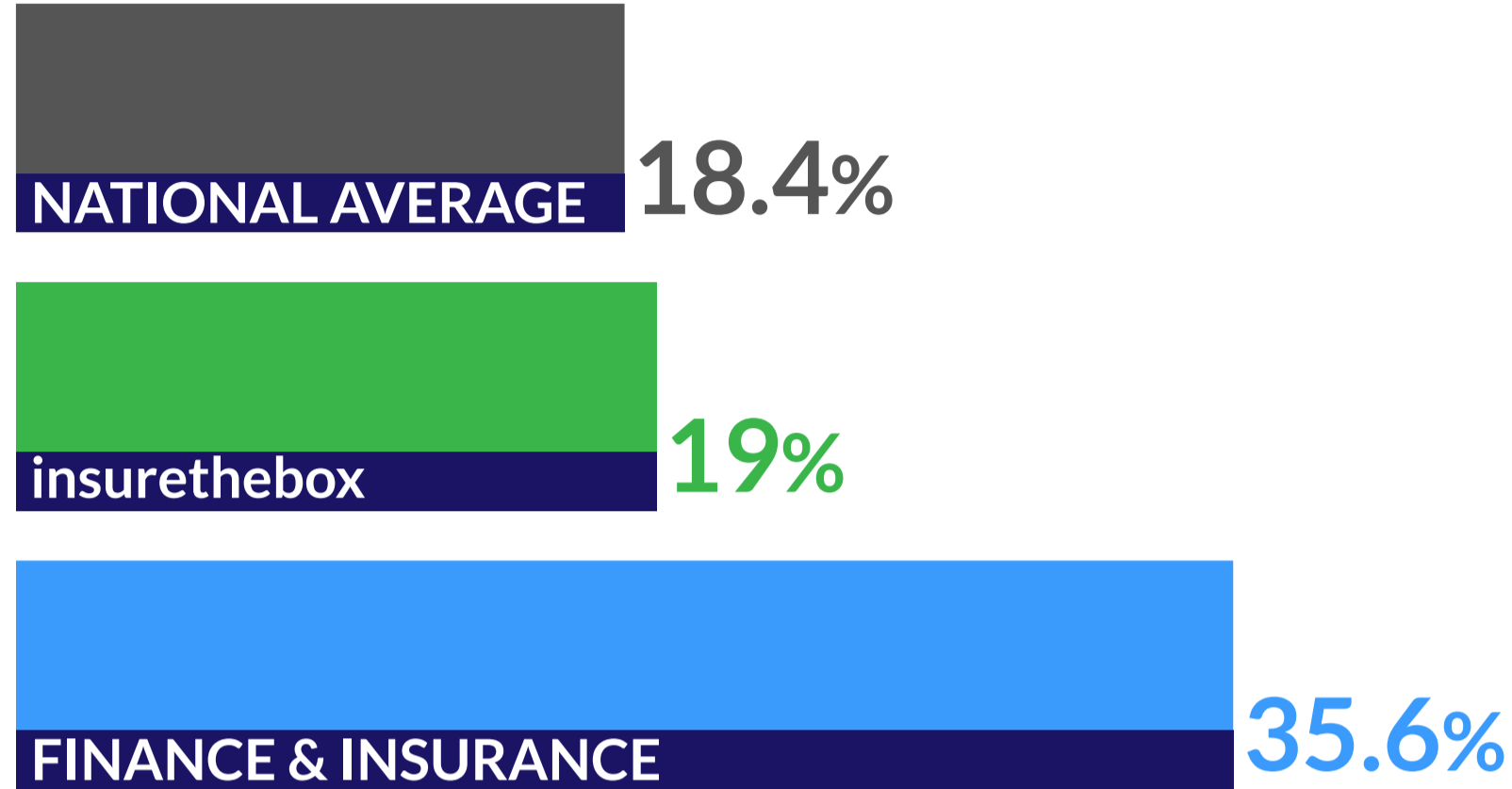
The gender pay gap has always been a topic of interest. In an attempt to increase awareness and improve pay equality, the UK Government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees by April 2018.\*

**One really important point is the distinction between the gender pay gap and equal pay.**

- **Equal pay** deals with pay differences between men and women who carry out the same or similar jobs. This is something insurethebox regularly audits to ensure colleagues are treated fairly regardless of their gender.
- **The gender pay gap** shows the differences in the average pay between men and women, the causes of which in any business can vary enormously.

\*Advisory, Conciliation and Arbitration Service and Government Equalities Office (2017) Gender pay gap reporting: overview

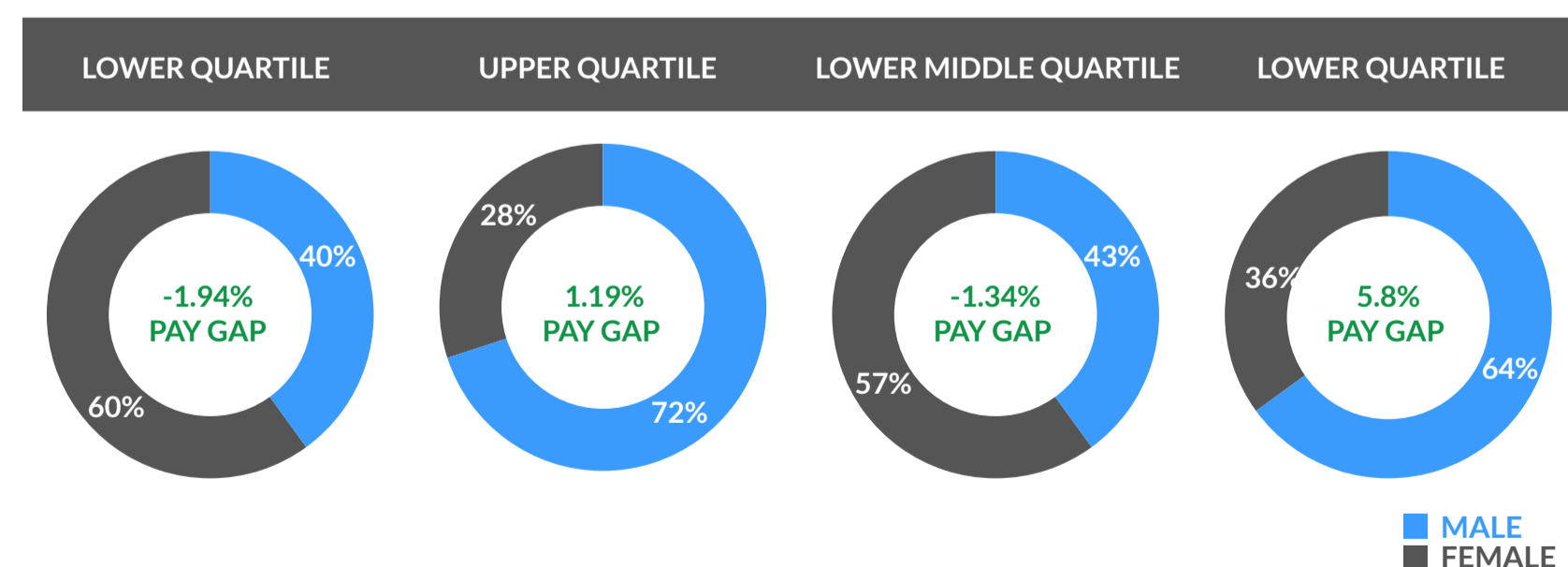
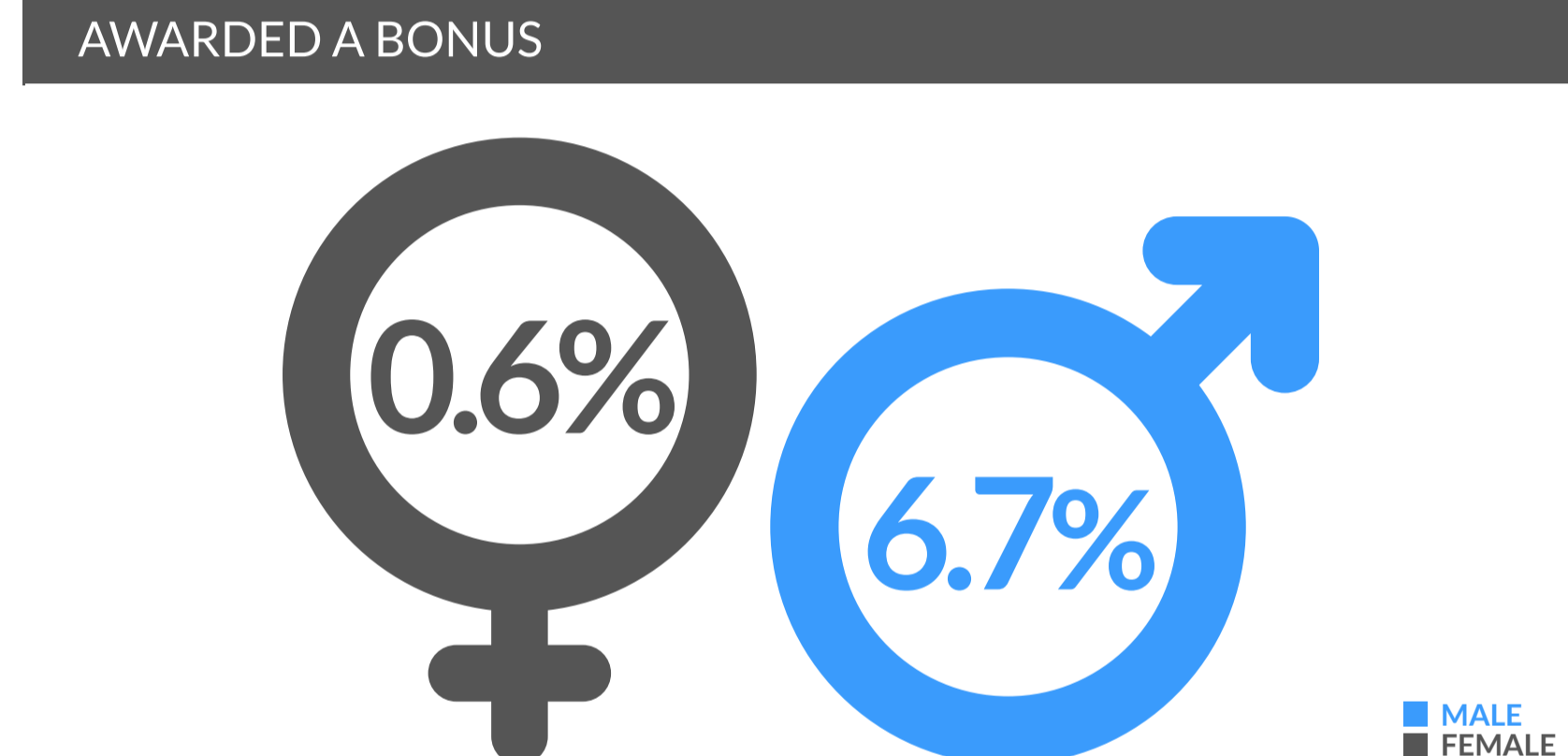
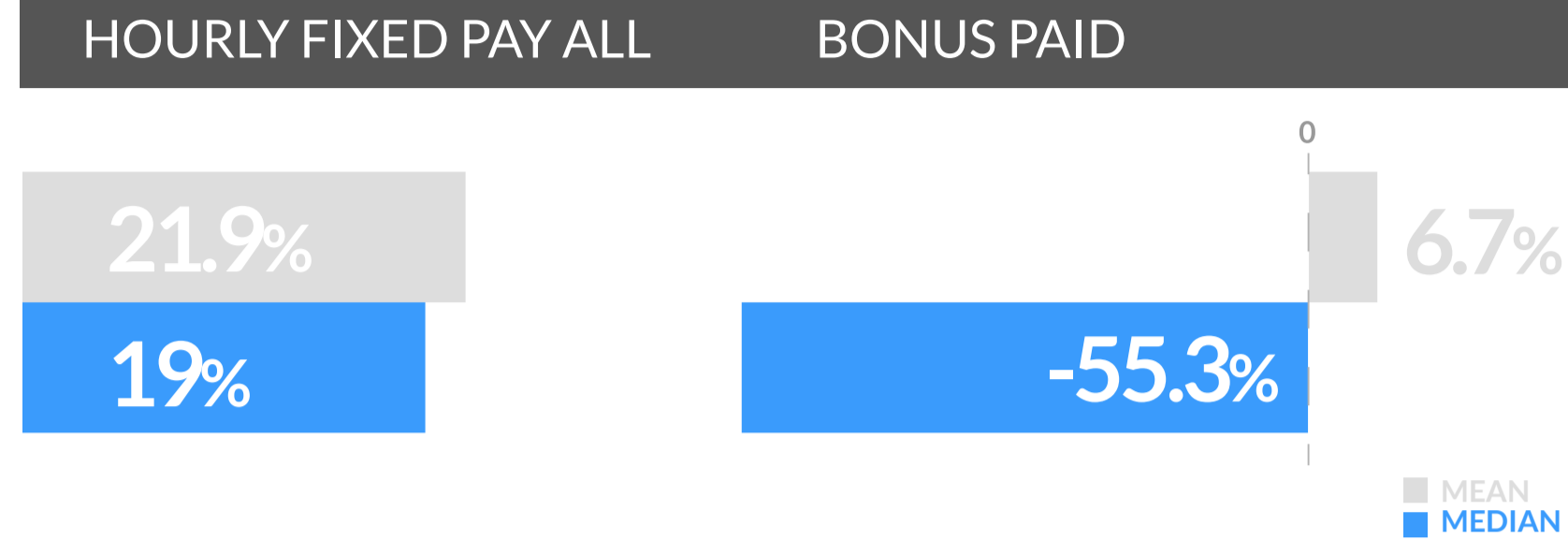
## what is our Gender Pay Gap?



*Taken from Office of National Statistics Report Released 2017*

Our data tells us that there are fewer women working in our better paid central shared services roles. Women in those teams are paid at an equivalent level to their male counterparts – there are just fewer of them.

## key data



## why do we have a Gender Pay Gap?

There are a number of factors that can impact on Gender Pay Gap, including location and occupation, to name a few.

With the Office for National Statistics reporting in 2017 a difference in average salary of almost 70% between London and the North East, the geographical split between our London Head Office and our Newcastle Operations Centre has a clear impact.

We believe our key issue is one of representation, not necessarily

OUR GENDER PAY GAP

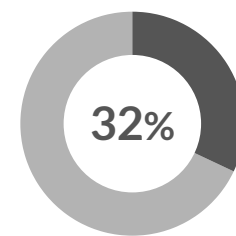
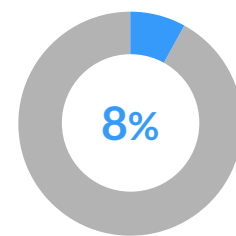
## family friendly policies

We announced a significantly improved Enhanced Family Friendly policy which offers both men and women an equal opportunity to stay at home following the birth of a child – at exactly the same rate of enhanced pay.

## flexible working

We offer flexible working across 80% of our newly advertised roles. In 2017 40% of our employees were on some form of flexible working arrangement.

16 out of 218 MALES  
61 out of 188 FEMALES



## keep in development (KID) days

KID days allow those on maternity to attend up to five paid development sessions during their maternity leave on topics such as paediatric first aid, personal resilience and career planning.

We're aiming over the next three years to challenge occupational segregation and make it as easy as possible for our female colleagues to move in to typically under-represented professions.

# thinking outside THE BOX



## development

We are in the process of developing a group approach to mentoring which means we have a strong mix of role models who can support the aspirations of those looking to develop their skills or progress their careers.

## our GEAR Framework

Our GEAR Framework, which was recently shortlisted for an *Innovation in Development* award, supports the development of colleagues across the organisation and allows colleagues to decide what works for them. This 'Step on, Step off' approach is centred on our people deciding when and how they engage with their development.

## remote study

We offer the ability to study towards professional or vocational qualifications across the year to ensure those on family leave or career breaks do not miss out.

## having a say

We're putting colleague opinions firmly at the centre of our People Strategy. By taking an "always-on" approach to measuring and improving employee engagement, we have created a true culture of listening.

**Through our new Employee Forum we can also ensure that colleagues at all levels have their views heard at the very top of the organisation.**



## collaborating with others

We are actively pursuing opportunities to work with partners who can help us dispel some of the myths about working in insurance and more specifically, within occupations that may have traditionally been seen as male orientated.

We have signed up to the Government's Think, Act, Report initiative which is a voluntary initiative to help employers close gender pay gaps. It's a simple step-by-step framework that helps employers include gender equality in business planning and processes.

“ I began working at insurethebox in 2013 as an Apprentice in the Customer Service Department. The ability to learn new skills and develop my knowledge of the insurance industry all while gaining a qualification has been amazing. Following the completion of my apprenticeship I've been lucky enough to develop my career even further and was recently successful in securing the role of Engagement Co-Ordinator as part of the People & Culture team. This role enables me to work alongside staff to continuously make insurethebox a better place to work which I feel very privileged to be a part of. ”

**Hannah McIver, Resource & Engagement Coordinator**

“ From the day I started I always felt supported as an employee. Nearly 3 years into my employment I became pregnant with my first child. I had the same concerns that I believe any new parent would have around my working hours and my child, but also around my future career progression. None of those concerns have become a reality. I can work hours that are suitable for my family and continue with my own professional development; which has resulted in a successful promotion to Head of Customer Services for our Newcastle operation within 7 months of being back! ”

**Kelly Wilkins, Head of Customer Service**

“ My fiancé and I recently had a child, which inevitably led to expensive childcare costs when she returned to work. insurethebox supported me in allowing my flexible working request, enabling me to work around my childcare and manage the cost as well. This support, coupled with the continuous development which has led me to my current role of a Compliance Monitoring Officer, means that my career doesn't have to suffer at the expense of childcare. ”

**Stephen Southern, Compliance Monitoring Officer**

“ When the opportunity presented itself to get involved in the Employee Forum, it was an easy decision for me and several months down the line, the staff response and participation has been overwhelming. I'm delighted to be involved in a process where we can candidly discuss the issues staff feel are important, with the right blend of representatives going all the way up to exec level, to ensure that positive change can be implemented the correct way. ”

**Steve Richmond, Motor Insurance Underwriter**

