

oneAdvanced

REPORT

Diversity Pay Gap Report 2024





Statement

We declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Katie Obi,
Chief People Officer,
OneAdvanced

"We're dedicated to creating an environment where everyone can authentically belong. We believe diversity in all its forms drives innovation, helping us solve challenges and create impactful technology. Our focus on equality, inclusion, and belonging isn't just a mandate, but a core principle. We're committed to ensuring the fundamentals of equity and inclusion are in place, not just what looks good, but real, lasting change - so that our people can thrive regardless of background. As you'll see in this report, we are committed to transparent reporting and prioritising data integrity, in our pursuit of continuously improving our equality outcomes and ensuring our efforts are effective and grounded in real progress."





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Executive Summary

OneAdvanced has made significant progress in reducing gender pay disparities, with the median pay gap now at 0.33% in favour of women and the mean gender pay gap near parity at 0.12%. Over the last seven years, we have successfully reduced the mean pay gap from 22.8% and the median from 19.8%, reflecting our sustained commitment to pay equity.

Looking ahead to 2025, we are adopting a proactive, data-led approach to further drive progress in pay equity across a wider set of diversity characteristics. We plan to implement a company-wide data collection process to capture a broader dataset and intersectionality. Additionally, we are introducing dashboards to track and report pay gaps quarterly across all demographic dimensions, ensuring transparency and accountability in our efforts toward workplace equity.

This report marks our 5th Diversity Pay Gap report demonstrating the transparency of our commitment to continually improve pay parity for all groups.





Fundamentals

Pay Gaps and Equal Pay

This report focuses on pay gaps, which assess equity across demographics, rather than equal pay for identical roles. While compensation may vary based on skills and experience, we fully comply with regulations. We are committed to improving our understanding of intersectionality, skills and performance to ensure data-driven, unbiased pay decisions.

Median as the Primary Metric, but Mean Remains Valuable

We will prioritise median pay gaps as they better reflect typical employee experiences by minimising the impact of extreme values. However, mean averages remain important for identifying broader trends, and both metrics will be referenced throughout the report.

Refining Our Methodology for Accuracy and Compliance

We continuously refine our methodology to align with regulatory guidance. This year, we have improved our approach to better account for commission, given its impact in a B2B sales environment. Ensuring data integrity remains a priority as we adapt to evolving standards.



Gender

Gender Pay Gaps

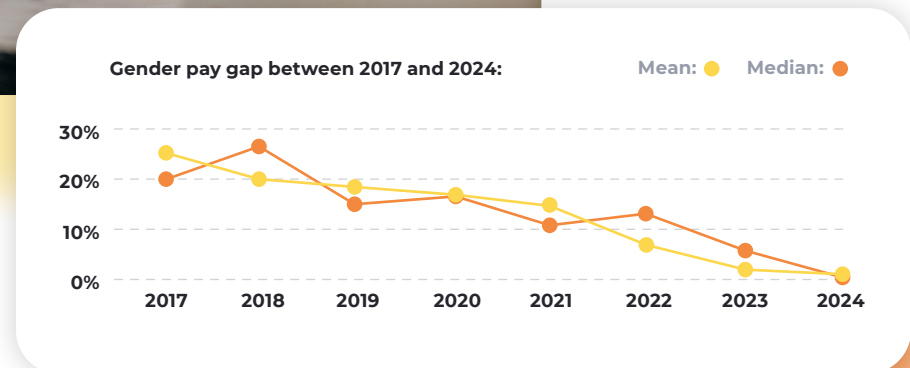
We have made significant progress in reducing gender pay disparities, with the median pay gap now at **0.33% in favour of women** and the mean pay gap near parity at 0.12%.

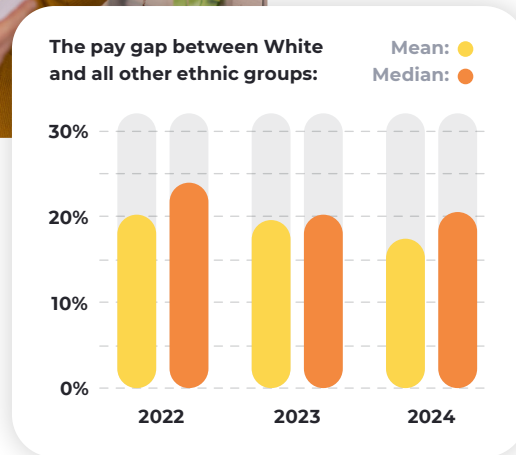
Gender Bonus Gaps

Over the past year, gender bonus gaps have shifted significantly. The mean bonus gap increased by 15.7 percentage points to 22.9%, while the median bonus gap decreased to -2.8% from 15.5%. This change occurred alongside a 6.7 percentage point increase in the proportion of female employees receiving a bonus. Some of this change is due to adjustments in our commission approach, with attainment now more closely linked to individual sales performance.

Gender Representation

Women made up 27.5% of our workforce for the gender gap analysis, above the 22.2% industry average, but still below a representative balance. Over the past year, we have made progress by increasing female representation from 26% and boosting the percentage of women in leadership roles. Notably, the proportion of women in the upper pay quartile has risen from 21.4% to 28.07%, reflecting our continued efforts to improve gender representation and create more opportunities for women in senior positions.





Ethnicity

In recent years, we've made steady progress in reducing ethnicity based pay gaps. Two years ago, the mean ethnicity pay gap was 20.1%, and last year it decreased to 19.4%. This year, the gap further reduced to 17.4%. While progress has been made, there is still significant work to do in achieving full pay equity.

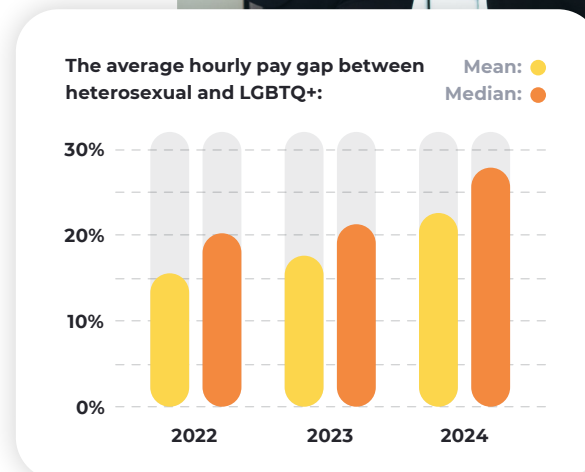
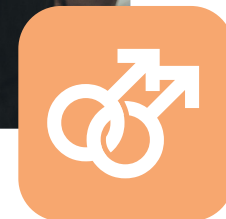
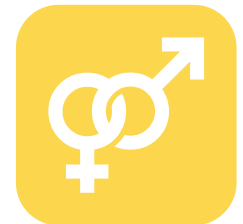
Progress in reducing median ethnicity pay gaps has been slower than we would like. While the gap decreased consistently from 30% in 2020 to 20.2% last year, it has increased by 0.41 percentage points in the latest reporting period. However, there are positive developments, particularly among black and mixed-race employees. The median pay gap for black employees has decreased from 22.8% to 20.1%, and for mixed-race employees, the gap has significantly reduced from 29.1% to 7.8%. These improvements, along with non-white representation at 22.6% (above the UK census figure of 18.3%*), demonstrate ongoing progress.



Sexuality

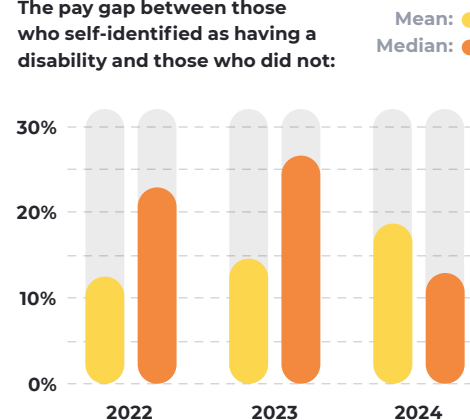
This year, both median and mean pay gaps for non-heterosexual employees have increased, with the median pay gap rising from 21.8% to 26.3%. The key factor is the under-representation of non-heterosexual employees in higher pay quartiles, with 13.77% in the lowest quartile and only 3.62% in the highest. This highlights the need for better representation at senior levels to address pay inequality.

The data reveals that lesbian employees have a median pay gap of 2.76%. Gay men have a mean pay gap of 23.4%, bisexual employees face a 27% mean pay gap, and those identifying as “other” sexualities have a mean pay gap of 36.1%. The disparity in results is the result of fewer participants sharing information on sexual orientation.





The pay gap between those who self-identified as having a disability and those who did not:



Disability

We have observed mixed results in pay gaps for disabled employees. The mean pay gap has increased from 14.8% to 18.1%, while the median pay gap has decreased from 26.3% to 13%.

The narrowing of the median and mean pay gaps suggests an increase in the number of disabled employees in junior roles, with the relative pay gap growing across the organisation. However, the overall pay gap for disabled employees remains significant. As we move into the second year of assessing disability pay gaps with a more reflective approach. We are committed to proactively collecting data at more regular intervals to guide efforts aimed at reducing and eliminating these gaps.



Actions and goals

BUILDING AN INCLUSIVE ENVIRONMENT

- **Employee experience driven**

We are committed to creating a working environment where our people can thrive, through frictionless, personalised, and meaningful employee experiences.

- **Leveraging feedback**

We will integrate continuous feedback loops across the employee lifecycle to ensure our people directly shape initiatives that drive measurable change. Our People team will work closely with culture champions and inclusion networks to co-create solutions with our people - not just for them.

- **ESG strategic alignment**

Our diversity, equity, and inclusion (DE&I) goals will be embedded into our broader ESG agenda, reinforcing our commitment to positive societal impact both within and beyond our organisation.

- **Accountability & continuous improvement**

Regular reporting and employee engagement will underpin our commitment to transparency, accountability, and ongoing improvement of our culture and practices.

- **Strengthening representation**

Our employer brand and talent acquisition teams are focused on broadening our candidate pools to improve overall representation.

BUILDING EQUITABLE INFRASTRUCTURE

- **Data integrity**

We will enhance how we collect, manage, and report data to ensure it is accurate, transparent, and reliable. Enabling clear visibility of progress and better decision-making.

- **Robust Analytics**

We will increase the frequency of our analytics, so we can identify and flag potential pay gaps and disparities early, allowing us to address them promptly. We will review these findings every quarter, ensuring that equity and transparency are proactively maintained.

- **Data-informed decisions**

Key metrics, including pay equity, employee engagement, and access to opportunity, will drive our decision-making, ensuring our strategies are grounded in insight and aligned to outcomes.

- **Aligned total rewards**

We are standardising our global compensation and reward frameworks to ensure fairness, competitiveness, and alignment with both local market expectations and our DE&I and total rewards principles.

- **Skills-based compensation**

We're working to better understand our employees' skills, to ensure compensation decisions are more accurate, equitable, and reflective of performance.



Appendix





Data for gender

[Figure 1] Mean and median gender pay gap between 2017 and 2024

Gender pay gap	Mean	Median
2024	0.12%	-0.33%
2023	0.9%	6.2%
2022	6.8%	11.4%
2021	12.2%	10%
2020	16.8%	16.3%
2019	17.9%	15%
2018	20.2%	25.7%
2017	22.8%	19.8%

**[Figure 2]
Percentages of men and women who received a bonus in the 12 months prior to April 2024**

Females	Males
79.8%	73.4%

[Figure 3] Mean and median gender bonus gap between 2017 and 2024

Gender bonus gap	Mean	Median
2024	22.9%	-2.8%
2023	7.2%	12.7%
2022	29.7%	14.6%
2021	26.8%	9.5%
2020	36.3%	20.8%
2019	41%	12%
2018	57%	18%
2017	40%	25%

[Figure 4] The quartile percentages by gender

	Male	Female
Lower quartile	75.1%	24.8%
Lower middle quartile	70.6%	29.4%
Upper middle quartile	73.3%	26.7%
Upper quartile	71.9%	28.1%

[Figure 5] The makeup of the OneAdvanced workforce by gender, compared to the 2021 UK census

	OneAdvanced UK	UK Census (2021)
Male	72.5%	49%
Female	27.5%	51%



Data for ethnicity

[Figure 6] The pay gap between White and all other ethnic groups

Ethnicity pay gap	Mean	Median
2024	17.4%	20.6%
2023	19.4%	20.2%
2022	20.1%	24.3%
2021	17.3%	26.2%
2020	18.8%	30%

[Figure 7] The pay gap for each ethnicity

Ethnicity pay gap	Mean*	Median*
Asian	19.5%	23.3%
Black	19.1%	20.1%
Mixed Race	7%	7.8%
Other	15.2%	17.3%
Prefer not to say	16.8%	4.6%

**Pay gap when compared to White employees*

[Figure 8] The makeup of the OneAdvanced workforce by ethnicity, compared to the 2021 UK census

	OneAdvanced UK	UK Census (2021)
Asian	8.5%	9.3%
Black	2.1%	4%
Mixed Race	2.1%	2.9%
Other	0.6%	2.1%
White	53.7%	81.7%
Prefer not to say	2.7%	0%



Data for sexuality

[Figure 9] The average hourly pay gap between heterosexual and LGBTQ+

Sexuality pay gap	Mean	Median
2024	22.9%	26.3%
2023	15.2%	21.8%
2022	15.5%	20.5%
2021	21.8%	24%
2020	11%	13.3%

[Figure 10] The pay gap for each sexual orientation

Sexuality pay gap	Mean*	Median*
Bisexual	26.9%	23.5%
Gay man	23.4%	21.6%
Gay woman	-9.9%	2.7%
Prefer not to say	6.7%	5.9%
Other sexuality	36.1%	35.9%

*Pay gap when compared to heterosexual employees

[Figure 11] The makeup of the OneAdvanced workforce by sexuality, compared to the 2021 UK censussexual orientation

	OneAdvanced UK	UK Census (2021)
Heterosexual	59.6%	89.4%
Bisexual	1.6%	1.5%
Gay	1.2%	1.3%
Prefer not to say	5%	7.5%
Other sexuality	1.3%	0.3%



Data for disability

[Figure 12] The pay gap between those who self-identified as having a disability and those who did not

Disability pay gap	Mean	Median
2024	18.1%	26.3%
2023	14.8%	26.3%
2022	13.4%	23.3%
2021	23.6%	29.4%
2020	18.3%	26.7%

[Figure 13] The makeup of the OneAdvanced workforce by disability, compared to the 2021 UK census

	OneAdvanced UK	UK Census (2021)
Disabled	6.8%	17.8%
Not disabled	93.2%	82.2%



Powering the world of work

OneAdvanced provide sector-specific software portfolios through one unified platform giving you access to all the power you need to thrive.

Our customer-centric approach, and unmatched levels of service, foster lasting partnerships that create a better world.

Get in touch



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