



2018 GENDER PAY GAP REPORT

AS PART OF OUR COMMITMENT TO EQUALITY, INSIGHT HAS PUBLISHED ITS SECOND UK GENDER PAY GAP REPORT, IN ACCORDANCE WITH THE UK GOVERNMENT'S CRITERIA.

The gender pay gap is a measure of the difference between the average earnings of men and women.

GENDER PAY VERSUS EQUAL PAY

Measuring a gender pay gap is not the same as measuring equal pay. Equal pay means being paid the same for the same or similar work. Insight conducts ongoing and consistent reviews of pay levels across all comparable roles in the business to ensure that men and women are paid equally for doing equivalent jobs with similar levels of experience and skill.

Pay and bonus gap

	2017		2018	
	Mean	Median	Mean	Median
Base salary pay gap	29%	32%	28%	28%
Bonus pay gap	66%	64%	59%	66%

As at 5 April 2018, the disclosable median pay gap is 28% and the mean pay gap is 28%. For 2017, the figures were 32% and 29% respectively.

The narrowing of Insight's gender pay gap has been achieved as a result of the initiatives we have launched and we hope will signify a positive trend over time.

Analysis of our gender pay gap shows that it is influenced by the greater proportion of men than women in senior higher paid roles. Our bonus pay gap is additionally influenced by the greater proportion of women occupying part time roles across our business and the timing of exercised long term incentives.

Proportion of employees receiving an incentive award – 2018



All UK employees have an equal opportunity to participate in our incentive programmes. The small gap between males and females reflects a higher percentage of female Fixed Term Contractors and new joiners in the 4th quarter of 2017.

Gender distribution by pay quartile – 2018

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	48%	72%	79%	82%
Women	52%	28%	21%	18%

ADDRESSING THE PAY GAP

Increasing female representation in our business

- At Insight we are actively strengthening our pipeline of diverse talent and support the advancement of women into senior management.
- We continue to work with our recruitment partners to ensure balanced shortlists of candidates. This approach has led to the number of females being hired across the firm increasing by 9%.
- In graduate recruitment we participated in a number of dedicated events targeting female undergraduates interested in Investment Management. In addition, to mitigate the risk of unconscious bias in graduate recruitment, we introduced a new competency framework and evaluation process that uses a gender neutral approach to ensure decisions are based on merit. As a result we increased the number of female candidates invited to our assessment centres and the number of offers extended to female graduates.
- We remain committed to the Women in Finance Charter and work with our parent company BNY Mellon to support the progression of women into senior roles in the financial services sector.

Support and development for women in our business

- Following the successful launch of a career development programme for female professionals delivered in partnership with Henley Business School, we established Women at Insight, a network dedicated to the development and advancement of female talent at the firm.
- We continue to encourage all of our people to use the career planning, platform which allows them to capture their career aspirations and learning goals.

- We provide support for working mothers who are returning from maternity leave and dedicated coaching with external professionals to help them successfully navigate the transition back to work.
- As we continue to improve gender balance and the overall diversity of our teams, we remain committed to fostering an inclusive workplace. We have therefore introduced a collaboration objective for all our employees in 2019.



Insight is committed to being an inclusive and diverse organisation where anyone can reach their full potential. We challenge our people to continuously improve, not only in their own careers but in the way we work and deliver for clients. We strongly believe that our culture drives fresh ideas, encourages collaboration and will continue to drive the success of our business.

I confirm the data reported is accurate.

Abdallah Nauphal
Chief Executive Officer
Insight Investment

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