



UK gender pay gap reporting

IG Group

What is the gender pay gap reporting?

The government requires all UK companies with more than 250 employees to publish their gender pay figures. These figures must be based on April pay data. This is IG Index Limited's fourth year of reporting gender pay data and is based on data for April 2020.

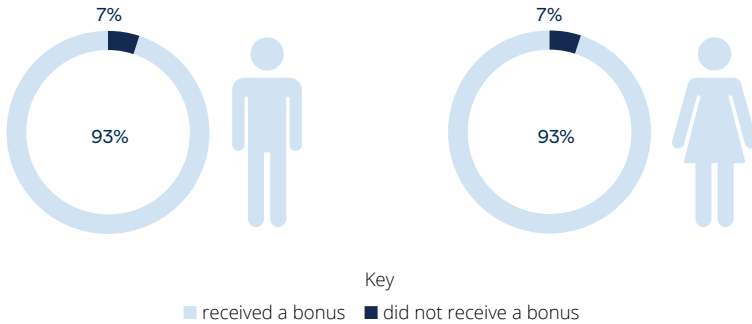
The table below shows our overall mean and median gender pay gap based on hourly rates of pay in April 2020 and compares these to April 2019. It also shows the mean and median difference between bonuses paid to men and women at IG in the UK with the same comparison.

Pay and bonus gap

Difference between men and women (%)

	Mean		Median	
	2020	2019	2020	2019
Hourly fixed pay	19.9	20.1	24.8	22.0
Bonus paid	43.8	47.3	35.0	38.6

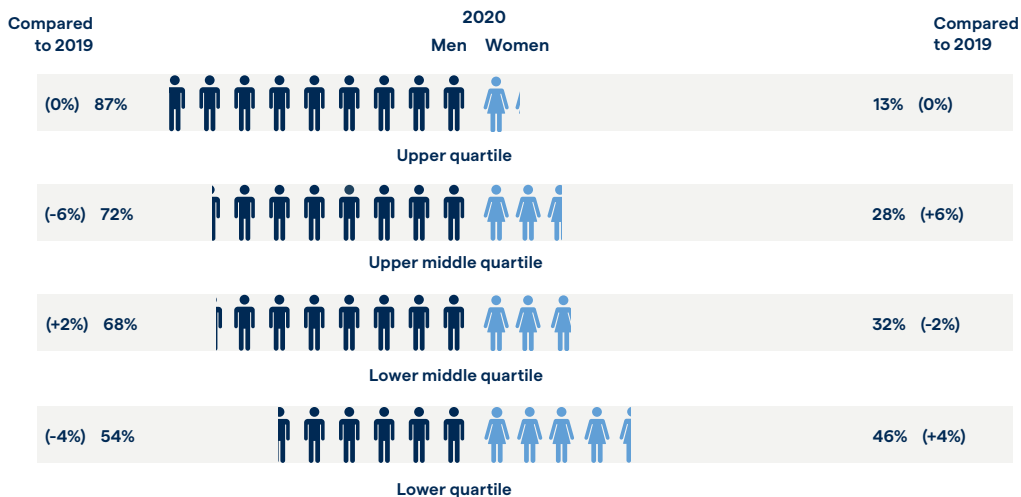
Proportion of employees awarded a bonus in FY19



This shows there was no difference between the number of men and women being paid a bonus for their performance in the UK in the period.

Pay quartiles

The below illustrates the gender distribution in our UK business across four equally sized pay quartiles, each containing 183.5 employees.



At the end of April 2020 women made up c.31% of our UK workforce (and 31% globally), this represents a two percent increase versus last year. This represents a 7% increase in female representation since IG started reporting in 2017. Our aspiration continues to be to achieve a more balanced representation of women across the business. This is demonstrated by our “One IG” goal of increasing global female representation at IG by 5% over two years.

As IG continues to increase the female representation within the UK this has had a mixed impact on IG’s gender pay figures. Whilst we are keen to recruit women at all levels throughout the organisation, inevitably, a greater proportion of job opportunities tend arise in more junior roles. As a result a greater proportion of women joining the business tend to be in more junior roles which has had a slight dragging effect on our median fixed pay figure.

We are pleased that the representation of women in our upper middle pay quartile continues to improve. Since 2017 this has increased from 18% to 28%, this is clearly encouraging and is evidence that the representation of women within middle management is improving. Having said that we know there is more work to do, in particular we are keen to improve female representation within the upper pay quartile where there has been a 3% reduction since 2017.

What we are doing about the gender pay gap

IG continues to undertake a number of activities across our business to promote a more diverse and inclusive environment and to help develop the female talent we have.

One IG goal and development

In FY20 we set ourselves a goal to increase female representation in IG to 35% by the end of May 2021. We have made progress on this globally and in the UK and will be publishing more detail on this in our annual report later this year. One of the biggest changes is that we have seen the number of women in roles at grade 3 and above in IG globally double since 1 June 2019 to January 2021. This means that women hold 25% of roles at grade 3 and above compared to 20% at the start of FY20. We think this is positive progress as having females in these middle and senior management roles creates great role models and ambassadors internally which is an essential step to increasing our female talent pool. We also offer an MBA programme for a small number of IG colleagues. During the last year, we have actively sought out female applicants and have achieved 29% female representation for this programme. Despite the progress we have achieved we know there is much more to do and are striving to affect sustainable change.

Supporting parents and carers

Throughout the Covid-19 pandemic we have offered additional flexibility to those with parenting and caring responsibility. We have also provided resources to parents and carers to support their own personal wellbeing as well as supporting their children during the pandemic, including wellbeing workshops; yoga lessons and lunch and learn sessions for children. With women providing on average 4.1 hours/day of unpaid care and domestic work compared to an average of 1.7 hours/day for men¹ we believe that this is important support for our female employees with caring responsibilities.

Recruitment approaches

We have updated our employer branding to be clearer on our approach to diversity and inclusion in order to help attract a diverse candidate pool. We have engaged a diversity and inclusion expert to assist with training for hiring managers. We have also set specific gender targets for our internal recruiters to help achieve a more balanced pool of candidates for roles within IG which has been an effective way to achieve higher proportion of vacancies being filled by women.