

Our Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires any organisation with 250+ employees to publish their gender pay gap annually. This data is a snapshot taken on the 5th April 2023.

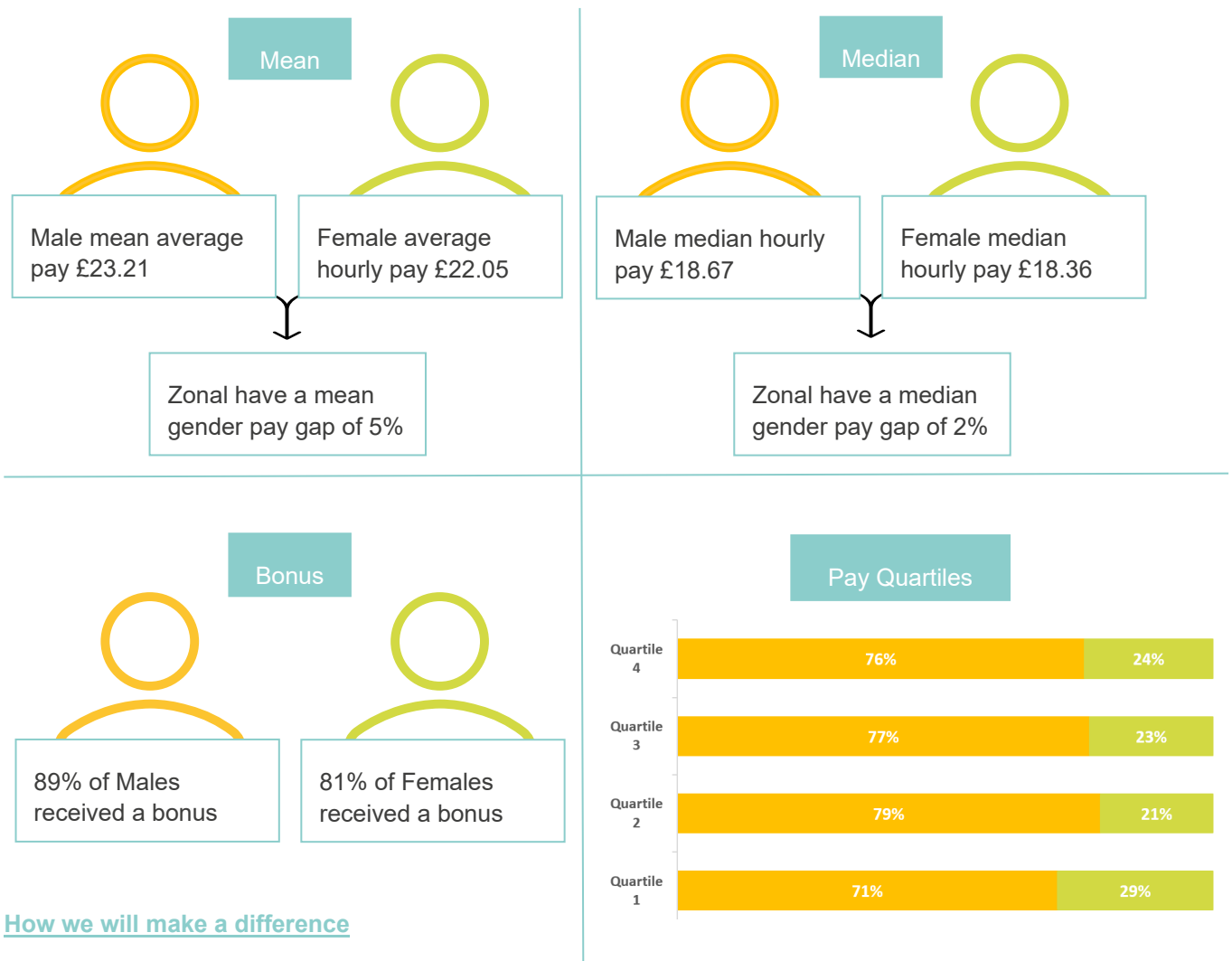
Our Aim

At Zonal Retail Data Systems, our aim is to continually create a diverse, gender balanced, stable and happy workforce which in turn reflects the customers we serve. We want employees to be their best selves at work.

Employee numbers

- 544 employees were determined as full pay relevant employees for the purposes of the gender pay gap calculations (413 Male and 131 Female)

Hourly pay



How we will make a difference

- Attract and nurture the widest possible talent pool, targeting diverse candidate groups such as women, LGBTQIA+, ability and BAME.
- The average % of women employed in the tech sector sits at 26% in the UK. Our workforce is currently 25.5% female and we are striving to increase this beyond the national average.
- Equip and empower managers to drive inclusion, undertaking diversity training as part of mandatory training requirements and ensuring every policy, procedure and guidance encourages inclusive ways of working
- Deliver appropriate learning and development, ensuring a pipeline of suitable, experienced candidates with a focus on underrepresented groups. Reviewing of exit interviews / questionnaires to identify key themes.