

# GENDER PAY GAP REPORT



YEAR ENDING  
APRIL

# 2024





# GENDER PAY GAP REPORT 2023 - 2024

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Gender Pay Gap Reporting is a requirement for UK organisations with 250 or more employees to publish information comparing men and women's average pay across the business.

The published data looks at a number of data points:

- The percentage of males and females in the business across 4 pay groups
- The mean and medium gender gap in hourly pay between males and females
- The proportion of males and females receiving a bonus payment
- The mean and medium gender gap in bonus pay between males and females

This is different to equal pay, which is focused on ensuring males and females receive fair and equal pay when performing the same or similar work.

As a studio, we're confident we have equal pay across our roles – we continue to conduct bi-annual salary reviews to assess individuals who have increased their skill level/responsibility or changed roles, etc. and we use this as an opportunity to take a purposeful look at our salaries across similar roles/levels to ensure they're aligned from an equal pay perspective.

## Declaration

I confirm that the figures and content in this report are accurate to the best of my knowledge.



**Robert Henrysson**

CEO

Supermassive Games Ltd.



# OUR REPORT

All data reported is based on our “snapshot date” of 5 April 2024, which includes our April 2024 payroll data, and throughout the report, we’ve compared figures against last year.

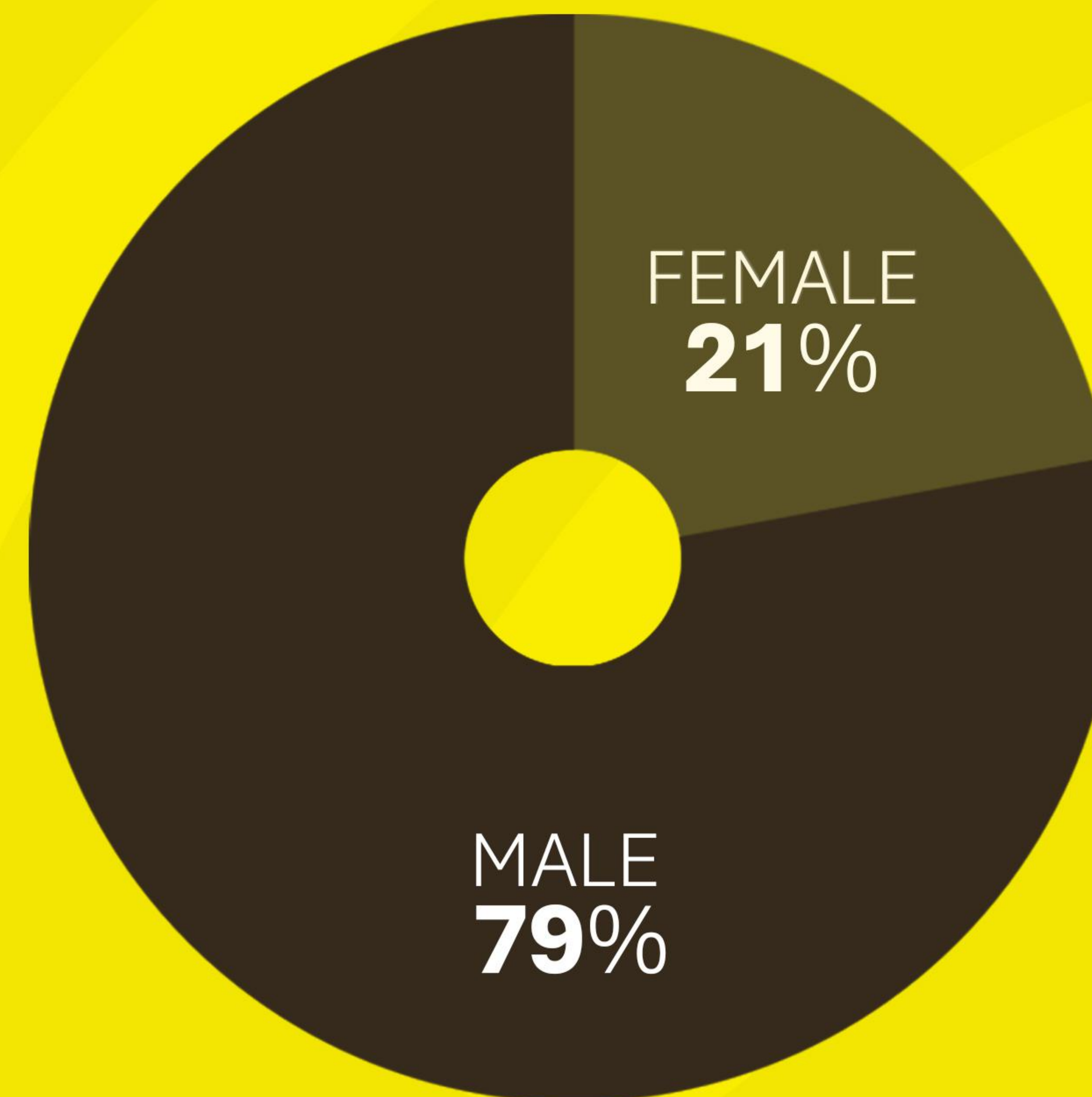
## Gender Split

Our overall headcount in April 2024 was 322, a decrease of 47 employees since April 2023.

Of this, 1.2% identified as non-binary so for the purposes of this report and in line with the gender pay gap reporting guidelines, these individuals were not included in the data.

With that in mind, our gender split this year was 79% male and 21% female, which is a slight decrease in the proportion of females compared to last year (22%).

During the latter part of 2023 we implemented a hiring freeze to control costs and streamline operations. This, alongside natural attrition, led to our decreased headcount. For the year up to April 2024, we hired 36 new joiners (81% male, 17% female and 3% non-binary).





# HOURLY PAY GAPS

Whilst the number of females in our more senior roles has stayed the same as last year, we can see that females continue to be underrepresented in this group.

Our continuous career development efforts have led to a slight increase in the percentage of females in the upper middle quartile. However, there has been a slight decrease in the lower quartiles.

## Percentage of men and women (by hourly pay quarter)



The pay quartiles are calculated by sorting all employees from lowest to highest pay and then splitting this equally into 4 groups. From there, the percentage of males and females in each group can be calculated.



# MEAN & MEDIAN GENDER PAY GAP

During this reporting period, we've seen both our mean and median gaps increase slightly.

Whilst there are a variety of contributory factors, we believe the primary reason for the increase in the gaps is due to a decrease in the proportion of females within the senior management level during the year (even though the proportion of females within the upper quartile has remained the same).

	2023	2024
Mean gender pay gap	21%	24%
Median gender pay gap	14%	15%

$$\text{Mean} = \frac{X}{Y}$$

*The mean (average) pay gap is calculated by taking the total pay received and then dividing it by the number of people receiving it in the group. Once this is done for both males and females, the difference between the two is used to calculate the "gap".*

**Median**



*To calculate the median pay gap, all employees are listed out and the middle of this is taken as a measure of average pay. As above, this is done for both males and females and then a gap can be calculated based on the difference.'*

## Bonus Pay Gaps

During this reporting period, there were no bonuses paid out to any employees, therefore there is no Bonus Pay Gap data to report.



# OUR ACTION PLAN

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Equity and equality continue to be a key priority for the business, with the following as our main focus points:

## **Encouraging Open Discussions**

Having held several general open-door sessions with staff over the past 12 months, which have proven very insightful and valuable, we're now holding more focused sessions to hear from staff and understand what actions we can take to improve the gender balance and equity within the studio.

Alongside this, we continue to promote our confidential feedback portal for employees to share concerns or feedback anonymously if preferred, so they can still be heard and concerns addressed.

## **Structured Performance & Development Reviews**

Since our last report, we implemented a new formal performance review process to provide structure for career development discussions and talent planning. Following the first implementation, this is being reviewed, based on staff feedback, to consider how it can be improved for future reviews.

This helps provide consistency across the studio, ensuring everyone is given equitable opportunities for progression and development. To support this, we've also implemented a new performance management system to increase the visibility and tracking of this process and development discussions.

## **Structured Salary & Promotion Process**

Alongside the above, we've enhanced our salary and promotion proposals process to ensure multiple checks and reviews, further eliminating potential bias and unfairness.

This process includes an assessment of equal pay across the whole studio to ensure fair alignment of salaries across genders in the same role, which is supported by fully benchmarked salary bands for managers, senior leaders and HR to take into account.



# OUR ACTION PLAN *CONT...*

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## **Employee Benefits**

This year, we'll be conducting a full review of our benefits to see how we can enhance the offering for employees, specifically in support of contributing to closing the gender pay gap, such as making changes to our family leave policies.

Alongside all the above, we're continuing to educate and raise awareness of the importance of unconscious bias, equality and diversity, and recently launched a new learning management system to provide self-service training to employees in these areas.

We survey our staff quarterly and specifically review how the responses differ between different demographics, particularly gender so that we can consider what might contribute to this and take necessary actions for improvement.

From an external perspective, we'll continue to participate in career fairs and other educational events that engage new and diverse talent pools, specifically aiming to focus on females in technology, engineering, and other underrepresented fields. This includes working not only with students, but also with members of academia to help increase awareness of the industry as a viable and successful career choice for females.



# THANK YOU FOR READING

