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Bright Software Group

2024 Gender Pay Gap External Report

November 2024



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1. Introduction & Approach

1.1. Introduction

Since 2022, Gender Pay Gap (“GPG”) reporting has been a legal requirement for employers with more than 250 employees following the enactment of the Gender Pay Gap Information Act, 2021. In 2024, this advanced to employers with more than 150 employees. In line with this Bright Software Group is pleased to share our Gender Pay Gap report for 2024.

This law requires organisations to publish their GPG data, report on the reasons for the gaps and detail the measures being taken or proposed to be taken to eliminate or reduce the gaps

The purpose of this report is to present Bright’s 2024 GPG data against the legislative requirements, analyse the key drivers of the gap noted and to provide an insight into how we plan to address the gap. Please note that our pay gaps are based on a 12-month pay cycle and our chosen snapshot date is 26th June 2024.

1.2. Key Terms

What is Gender Pay Gap Reporting?

A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. The Gender Pay Gap Information Act (2021) and associated regulations requires employers to report their gender pay gap each year, and the measures that are being taken to eliminate or reduce the gap. The Gender Pay Gap Information Act was enacted in July 2021 and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. As of 2024, organisations with more than 150 employees are required to report, further decreasing to organisations with over 50 employees in 2025.

How is it Different to Equal Pay?

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

What is the Mean Pay Gap?

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women’s mean hourly pay and men’s mean hourly pay.

What is the Median Pay Gap?

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man).

What are Quartile Bands?

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

1.2.1. Comparing Median and Mean GPG

Mean and Median GPG offer different perspectives to understand an employer’s pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum. The influence of ‘extreme’ figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures however can bring keen insights into the pay structure at an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.



Under the Act, employers such as Bright are required to report on:

1. Hourly Pay: the difference between the mean and median hourly pay of male and female employees.
2. Bonus Pay: the difference between the mean and median bonus pay of male and female employees, and the percentage of male and female employees who received a bonus.
3. Part-Time Pay: the difference between the mean and median hourly pay of part-time male and female employees.
4. Temporary Contracts: the difference between the mean and median hourly pay of male and female employees on temporary contracts.
5. Benefit in Kind: the percentage of male and female employees who received benefits in kind.
6. Quartiles: the percentages of male and female employees in the lower, lower middle, upper middle and upper income quartiles.
7. Context: the reasons for any gender pay gaps.
8. Actions: the measures (if any) that the employer is taking to eliminate or reduce the gap.



2. Bright Gender Pay Gap Figures for 2024

2.1. 2024 GPG Figures

Table 1 provides a summary of our 2024 headline GPG figures in accordance with the requirements of the Gender Pay Gap (Information) Act, 2021:

All Employees	2024 Figure
Mean hourly pay gap	21.57 %
Median hourly pay gap	7.40%
Bonus Pay	
Mean bonus gap	48.67%
Median bonus gap	36.67%
Percentage of male employees who received a bonus	87.34%
Percentage of female employees who received a bonus	73.91%
Part Time Workers	
Mean hourly pay gap	84.6%
Median hourly pay gap	85.26%
Fixed-Term Workers	
Mean hourly pay gap	-8.24%
Median hourly pay gap	-8.24%
Benefit in Kind (BIK)	
Percentage of male employees who received BIK	41.77%
Percentage of female employees who received BIK	61.96%

Fig 1. Summary of Bright's 2024 GPG Figures

Quartile data

Male and female employees in Bright fall within the following pay quartiles:

	Quartile Percentages	
	% of Males	% of Females
Q4 - Upper Income Quartile	53.49%	46.51%
Q3 - Mid Upper Income Quartile	47.62%	52.38%
Q2 - Mid Lower Income Quartile	48.84%	51.16%
Q1 - Lower Income Quartile	34.88%	65.12%

Fig 2. Summary of Bright's 2024 Quartile Data



2.2. Analysis of GPG

The following insights and analysis have been extracted from Bright's 2024 Gender Pay Gap of 21.57%.

- Removing staff who are in the E1 and E5 grades causes the mean GPG to drop by 3.2% to 18.41% and median GPG by 0.36% to 7.04%.
- Overall, the Company has a balanced male/female split of 46%/54%. This shows that although Bright employ more females than males, there is a much lower level of representation for females in upper income quartile among senior management and an overrepresentation of female employees in lower quartiles at more junior grades.
- When bonus pay is removed from the GPG calculation, mean and median GPG (which both normally consist of ordinary pay and bonus pay) reduce to 9.13% (from 21.57%) and 0.72% (from 7.40%) respectively. This demonstrates that bonus pay, as defined by the legislation, is having a material impact on Bright's overall GPG data.
- The part-time mean and median GPG is high at 84.6% and 85.26% respectively. Only 1 of the 13 employees working part-time is male and this employee is at a senior management level. Conversely, all of the female employees who work part-time in Bright are in more junior grades within the Company (S3, P1 and P2). This creates a material difference in mean and median hourly rates, driving this figure up.



3. How Bright is Addressing its Gap

Addressing the GPG is a long-term process and cannot be changed overnight. Bright has undertaken significant work already to address its gap to date. Below are some of initiatives and actions Bright has undertaken to address its gap.

3.1. Inclusive Recruitment Practices

We are committed to attracting and recruiting talent from a diverse background and have instituted inclusive recruitment practices such as psychometric testing to ensure the recruitment process is free from unconscious bias. We seek to only select those suitable for employment only on the bases of merit and will not discriminate against any group or individual on any unjustifiable basis.

We will also look to review our existing employee referral bonuses to further support and promote DEI referrals. Our leaders have undertaken inclusive leadership training with the Irish Centre of Diversity in September 2023, supporting the inclusive practices already in place at Bright.

3.2. External Accreditation

A further route which Bright has pursued to promote and develop EDI within the organisation is the Irish Centre for Diversity's Investors in Diversity Accreditation, a three-tier accreditation for both internal and external EDI activities and initiatives. We have achieved the Bronze accreditation in recognition of the positive work we have undertaken to date. We have set ourselves a target of achieving Silver accreditation.

3.3. Policies & Practices

Bright has a range of protected leave policies that go beyond the requirements set out in employment legislation. Maternity & adoptive is fully topped up for 12 weeks, meaning that employees have fewer financial stresses when starting a family. Pay during paternity leave is also topped up to 100%, encouraging a more equitable distribution of parental responsibilities. Additionally, Bright's hybrid and flexible working policy supports employees that have caring and family responsibilities outside of work. This is particularly relevant to working mothers, as the Women at Work 2023 report found that 20% of women say that flexibility has helped them stay at their organisation or avoid reducing their hours*.

In addition, we have also implemented several important Diversity, Equity and Inclusion related policies such as fertility treatment leave and a menopause policy. These additional policies would be considered best in practice and demonstrate Bright's commitment to ensuring the wellbeing and health of their employees and creating an inclusive culture where staff feel supported and encouraged.

3.4 Introduce Women in Bright Program

Bright is looking to set up a Women in Bright Program with an objective of promoting gender equality and support the advancement of women by creating an inclusive environment, removing barriers to career progression, and providing opportunities for professional development and leadership.

* Women in Work, McKinsey, 2023, p. 11