

**AMWINS™**

GLOBAL RISKS

# UK Gender Pay Gap Report 2020





## Introduction

Our previous Gender Pay Gap reports recognised the uneven distribution of men and women, across our lower and upper pay quartiles. While it is pleasing to see the gradual increase in the percentage of women moving into the upper pay quartile has continued this year, it is disappointing that our overall gender pay gap has increased slightly.

Our efforts to attract and recruit more women into our business are beginning to show results, particularly across entry level roles. Interestingly, this increase of women in the lower pay quartile will have the effect of widening our gender pay gap. We recognise the importance of continuing to hire talented and diverse people into our organisation at all levels so that over time we can achieve our long-term goal and reduce our gender pay gap.

We also know that this ambition will take time to achieve, and the challenge continues to be attracting women into senior and leadership roles from a small industry-wide talent pool. We will continue to focus our efforts on developing our internal talent pipeline, fostering a culture that enables our women to develop and progress through our development programmes, talent and succession plans as well as mentoring and coaching initiatives.



### Matthew Crane

CEO, Amwins Global Risks  
President, Amwins International division

Statutory Disclosure: I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

## Our Gender Pay Gap

Gender Gap	2020 MEAN	2020 MEDIAN	2019 MEAN	2019 MEDIAN
Hourly Fixed Pay	43.3%	41.2%	41.9%	39.7%
Bonus Paid	74.1%	66.0%	71.9%	57.5%

The gender pay gap measures the difference between the mean or median hourly rate of pay and bonuses that male and female employees receive. It should not be confused with unequal pay, which is the unlawful practice of paying men and women differently where they carry out the same jobs, similar jobs or work of equal value.

A gender pay gap is influenced by the distribution of male and female employees across an organisation. A higher proportion of men in senior posts, combined with a higher of proportion of women in less senior posts, will typically drive a gender pay gap within an organisation.

## Bonus Eligibility

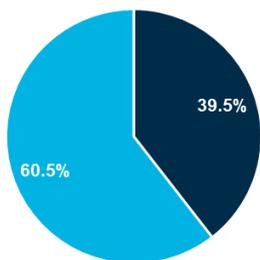


We took bonus payment data from the 12 months to 5 April 2020 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. While 75% of men and 76% of women received a bonus during the year, the bonus gap widened this year. The bonus gap reflects that we have more senior men in broking and business production roles, where the potential to earn a large bonus is greater.

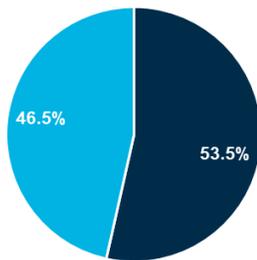


## Gender Representation by Pay Quartile

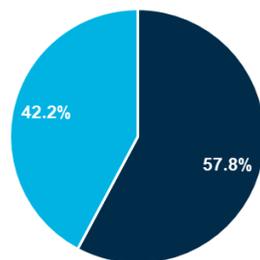
LOWER QUARTILE



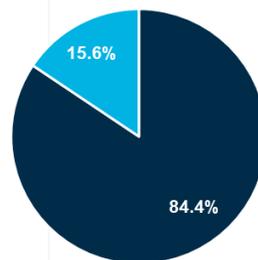
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



Male



Female

Our gender pay gap continues to reflect the real challenge within the London insurance broking market whereby more men than women hold senior broking, and leadership roles. We recognise changing this outcome will take time and are committed to our goal of increasing female representation in our more senior roles through fair recruitment processes and improving opportunities for our women to develop and progress.

We have worked to create these opportunities through mentoring, coaching, sponsorship and learning events which will enable our women to develop their careers and progress into management and senior leadership positions.

This year's report shows that we continue to have a higher percentage of women than men in the lower pay

quartile, and this will have an impact on our gender pay gap by reducing the average fixed pay for women overall.

While the proportion of men to women in the Lower Middle Quartile and Upper Middle Quartile are reasonably balanced, we are pleased to see the number of women moving into the upper pay quartile has increased slightly from 13% last year to just under 16%. While the increase is small, it is in the right direction.

Throughout the year, we have continued to develop our employment policies and benefits to ensure Amwins Global Risks is recognised as an attractive and inclusive place to work. During 2020 our focus has been on embedding flexible working, providing family and caring support and introducing a range of other initiatives and events to maintain the

health and financial wellbeing of our employees. This focus has been at the heart of our HR policy development.

Through our inclusive leadership events we have raised awareness of the importance of an inclusive culture amongst our people managers. We have also been committed to continuing the education of all our employees so they understand the value of having a diverse workforce and helping to foster an inclusive culture where everyone can succeed, regardless of their identity.

We have also continued to get involved with external organisations, such as the Insurance Supper Club to provide networking and mentoring opportunities for our women as well as engaging with Inclusion@Lloyd's to understand best practice within our industry and to align our work with theirs.

Our long-term goal is to reduce our gender pay gap through improving the gender balance across all job levels. To achieve this goal, we have committed to:

- improve levels of diversity by recruiting more diverse employees, ensuring our recruitment processes create diverse shortlists;
- Build a culture and create a working environment where everyone can develop and succeed, regardless of their identity;
- Continue to educate our employees, raising awareness about the importance of a diverse and inclusive workplace; and
- Being known as a company that is fully committed to building and sustaining an inclusive culture.



GLOBAL RISKS

## Amwins Global Risks

22 Bishopsgate  
London  
EC2N 4BQ

+44 (0)20 7469 0100  
[mail@amwingslobalrisks.com](mailto:mail@amwingslobalrisks.com)

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