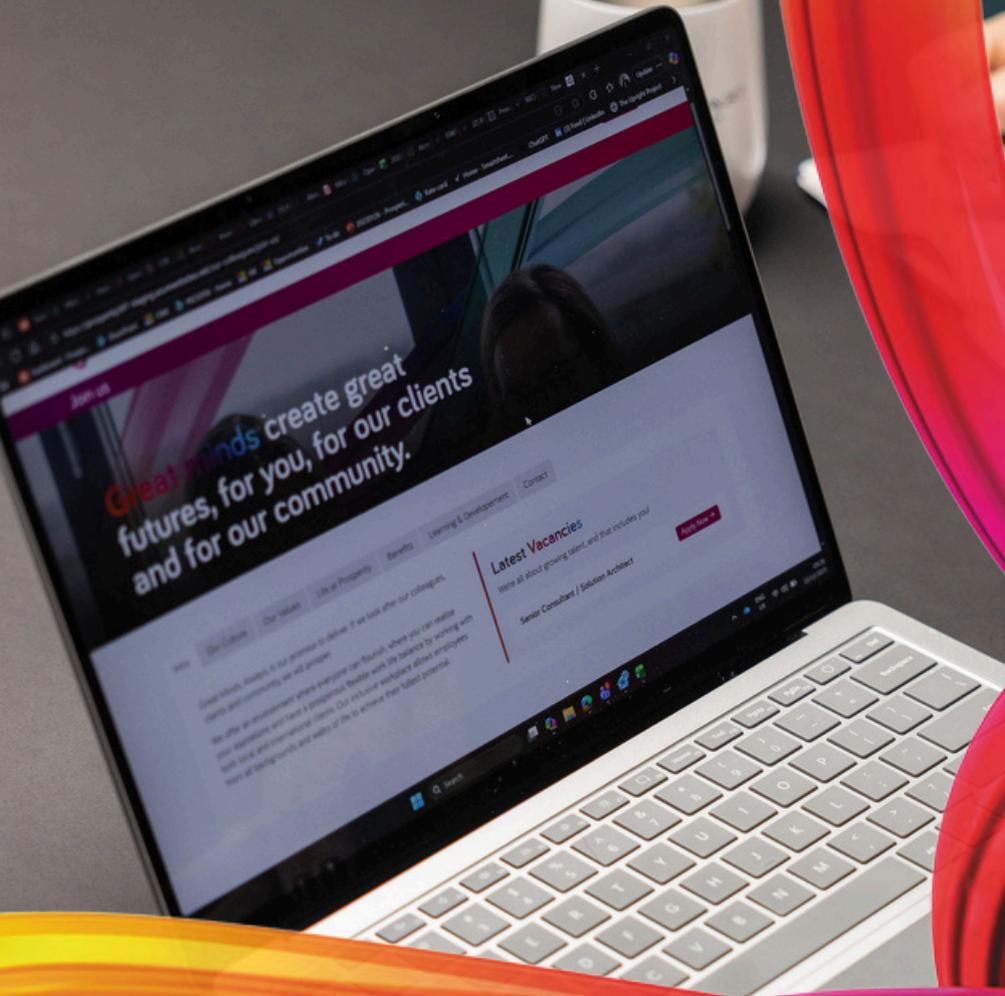


Gender Pay Gap Report 2025



Prosperity 24/7
Great Minds, Always...

Introduction

Prosperity 24/7 was the first firm within Jersey's technology sector to release a gender pay gap report for its 2024 data. While it is not a legal requirement in Jersey, we believe that reporting on the Gender Pay Gap is essential for ensuring transparency and driving progress.

The experimental earnings and gender pay gap report, produced by Statistics Jersey in June 2023, highlighted that the gender pay gap was highest in the information and communications sector at 28% and we wanted to see how we compare.

The gender pay gap reflects more than just unequal pay for the same role; it highlights broader workforce inequalities such as differences in career opportunities, unequal access to higher paying roles, job segregation, and the disproportionate burden of unpaid care work on women.

Closing the gap requires addressing these underlying challenges, not merely equalising salaries for similar positions.



Geraldine Evans
Chief Operating Officer
Prosperity 24/7

“Our aim at Prosperity 24/7 is to create a transparent and inclusive culture which provides opportunities for all”.

Introduction

Attracting female talent in the IT consultancy industry remains a considerable challenge.

The sector has traditionally been male dominated, with cultural perceptions often associating tech roles with men, which can discourage young women from pursuing IT consultancy careers early on.

At Prosperity 24/7, we focus on key efforts which include closing pay gaps, increasing female representation in technical and leadership roles, and ensuring fairness within recruitment, promotions and development. By tackling these challenges and promoting an inclusive workplace culture, Prosperity 24/7 fosters a more balanced and equitable environment, highlighting the importance of proactive steps toward gender equality and inclusion.

In this year's report, we highlight how the action plan we set ourselves as a result of last year's report has started to make steps forward.

“From junior colleagues to senior leadership, male allyship is an important factor in encouraging our female colleagues to step outside the perceived norms.”



Marisa Hamon
People Director
Prosperity 24/7

Our Data

Methodology

Our report is based on UK statutory guidance. The UK guidelines require reporting on a binary basis, comparing pay gaps between men and women. Therefore, our report does not include pay data for colleagues with other gender identities.

The data is at 31 December 2025

How we compare to the UK

When compared only with UK businesses of a similar size, our gender pay gap is around the middle of the sector.

The main driver of our gap is the under-representation of women in senior and bonus-eligible roles, rather than differences in pay for the same work.

This is consistent with patterns seen across smaller IT and Telecoms employers and gives us a clear focus for improvement.

Headcount



We looked at the ordinary pay, bonuses and hourly pay of the 65 people within our workforce.

Then analysed the data to understand the proportion of women and men at different pay levels and how they compare.

While women represent 22% of our workforce, we are proud of the significant presence of our female employees in senior positions.

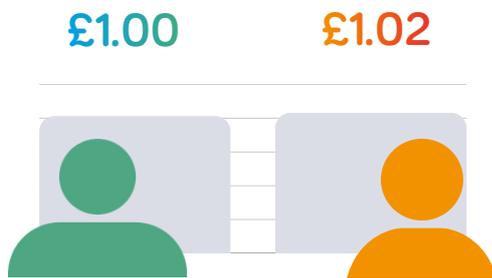
We remain dedicated to fostering an inclusive environment and continuously review our recruitment and career development practices to support equality and diversity throughout our company.

Our Data

Hourly Pay Gap

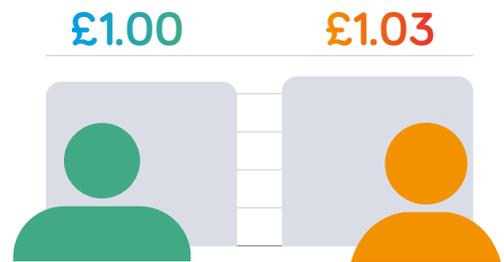
Median +2% difference

The median hourly pay gap is the difference between the hourly rate for the woman in the middle of all rates paid to women, compared to the hourly rate for the man in the middle of all rates paid to men.



Mean +3% difference

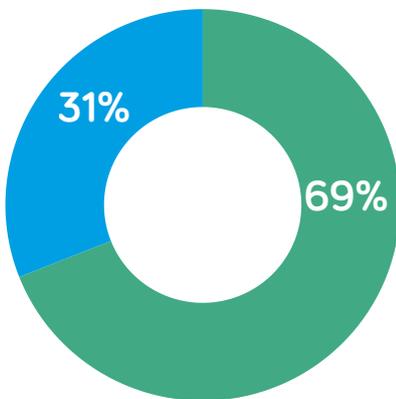
The mean hourly pay gap is calculated by creating two lists based on gender, followed by adding all employee's rates of pay together and dividing by the total number of employees.



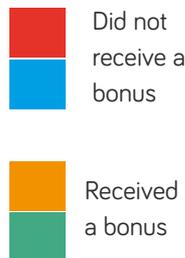
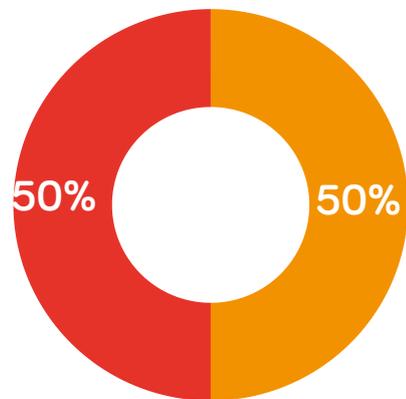
The median and mean GPG scoring shows that Prosperity 24/7 pay our female employees fractionally more per hour than our male employees. The median difference is £1.02 per hour in favour of our women, which is a pay gap of +2%. The mean difference is £1.03 per hour in favour of women, which is a pay gap of +3%. The gap has closed by 7% on both median and mean measurements from the previous report.

Proportion of employees receiving a bonus

Male



Female



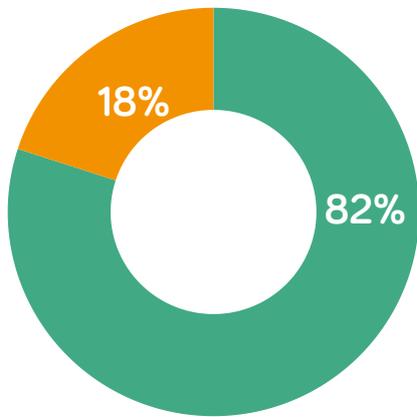
65% of our workforce qualified for a bonus regardless of gender.

Our Data

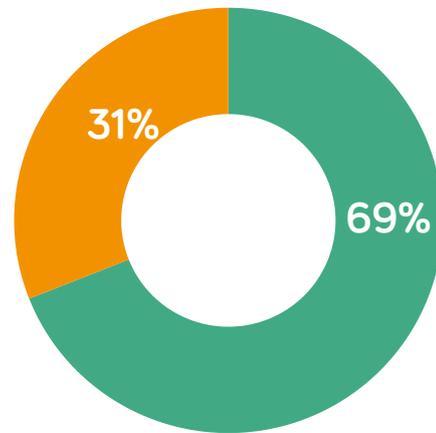
Representation of males and females in the company within pay quartiles

Pay quartiles are based on ranking hourly rates across the business, dividing employees into four equal groups, and calculating the percentage of males and females in each. The data below shows the distribution of male and female roles at each level of the business.

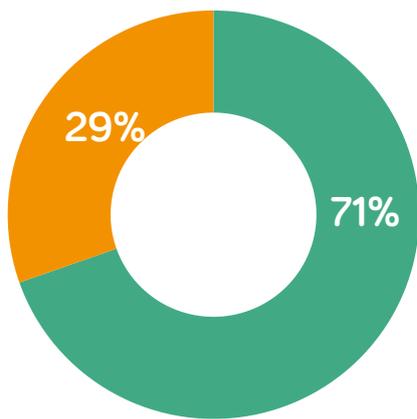
Upper hourly pay quarter (highest paid)



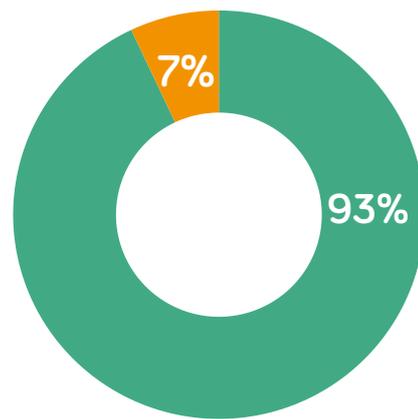
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter (lowest paid)



The GPG Quartile data shows that the majority of women at Prosperity 24/7 hold mid-level pay positions, but are under-represented across the company workforce.

Our Commitment

We are committed to internally and externally publishing our Gender Pay Gap report annually using the Jersey Business Gender Pay Gap Toolkit. While reporting is not mandatory in the Channel Islands, we choose to report voluntarily to demonstrate transparency, accountability, and our commitment to fairness.



Equal Pay Audits

We conduct regular equal pay audits and publish our Gender Pay Gap report annually.



Parental Leave

Split parental leave is now a statutory right. We encourage and support all employees to take this leave to spend valuable time with their child and support their partner. All our male colleagues have opted to take parental leave.



Diversity

Our recruitment process is fair and inclusive, aiming to build a diverse workforce. This includes crafting inclusive job descriptions, assembling diverse interview panels, engaging with local talent pools, promoting our diversity commitment, tracking metrics, and offering flexible work.



Unconscious Bias

We provide bias awareness training to all colleagues to support recruitment and ensure a discrimination-free environment.



Flexible Working

Recognising the importance of work-life balance, Prosperity 24/7 has implemented flexible work arrangements to accommodate diverse personal and family needs. We believe that balancing work and personal life enables professional and personal excellence.



Professional Development

We are committed to our employees' professional growth and development, offering tailor-made personal development plans designed to empower all colleagues equally.

Our Action Plan

Our sector has traditionally been male dominated, with cultural perceptions often associating technology roles with men, which discourage young women from pursuing IT consultancy careers.

Our action plan at Prosperity 24/7 to close the Gender Pay Gap will focus on:



Attracting Female Talent Into Our Industry

We are taking steps to attract more female talent into our industry by supporting on-island initiatives that address the barriers to women in technology, and offering training and mentorship programs, and by partnering with organisations that support women & young girls with tech skills.



Reviewing Job Descriptions and Adverts for Gender Bias

We are reviewing our job descriptions and adverts to ensure that they are free from gender bias and actively promote diversity and inclusion in the workplace, with the aim of attracting more female talent.



Focusing on Professional Development & Male Allyship

We are focusing on developing and promoting local talent by investing in training and education programs, aligning our performance goals with Gender Pay Gap key findings, and celebrating the positive culture and male allyship at Prosperity 24/7.

Our Action Plan Progress

Awareness, Culture & Engagement

- Facilitated colleague workshops to share experiences and shape a shared understanding of gender equity and will continue engaging employees through surveys and workshops to maintain awareness and collective ownership of GPG.
- Develop and deliver a coordinated GPG engagement campaign inviting male colleagues to contribute reflections for publication aligned to GPG themes.
- Amplify female colleague voices by gathering and showcasing experiences of speaking up, being heard, and progressing into technical roles.
- Integrate GPG and inclusive culture principles into our onboarding process.

Recruitment & Employer Brand

- Improve company website to refresh careers and recruitment content to embed inclusive language, highlight GPG commitments and support inclusive recruitment practices.

Internal Campaigning & Visibility

- Maintaining strong internal communications highlighting leadership commitment to gender equality.
- Regular company briefings reinforcing GPG priorities and progress.
- Continue to support female-led events and inviting students to increase representation and build visibility and aspiration.



“Male colleagues must acknowledge the significant role they play in closing the gender pay gap by first educating themselves about the issue and acknowledging that pay disparities still exist in many sectors. They should be advocates for transparency around pay and promotion processes, ensuring that all team members understand how decisions are made and championing fair, unbiased evaluation criteria.”

Male colleague on the importance of Male Allyship to help close the Gender Pay Gap.

Our Action Plan

Industry & Government Engagement

- Actively engage with government, industry, and diversity networks to contribute to GPG frameworks represent the tech sector, and promote transparency through voluntary reporting and public advocacy.
- Promoted transparency and awareness by publishing voluntary GPG reporting and raising awareness via local media engagement on gender pay gap topics.

Attracting Females into Technology

- Strengthened partnerships with education and industry bodies, providing role-modelling and visibility for young women, including:
 - Secondary school initiatives - career and skills events, STEAM Fair, Digital Jersey's STEM racing initiative.
 - Student work placements - Trident, Highlands FdSc Digital Technologies, IoD future leaders
- Review role descriptions to broaden entry routes, emphasising transferable and client-facing skills using more inclusive language and reduce unnecessary technical barriers.

“We are incredibly grateful to Prosperity 24/7 for their generous support of our school’s STEAM Fair. Partnerships like these make a real difference, by helping us inspire and empower young women to see themselves as future leaders in science, technology, engineering, the arts, and mathematics.

As an educational community, Beaulieu is passionate about nurturing the next generation of innovators, and with the support of organisations like Prosperity 24/7, we take another step toward closing the gender gap and creating a more equitable future for all.”

**Mrs Danielle Jones
Head of Year 7
Beaulieu Convent School**



Prosperity24/7 is a fast growing business and technology consultancy practice, serving local and global marketplace. We accelerate digital and business transformation through effective change management and technology solutions, enabling our clients to deliver excellence and build trust in the services they provide to their customers.

Founded in 2011 and employing some 70 great minds in the Channel Islands, our simple philosophy is if we do our best to help each other, by looking after our clients, our colleagues and our community, then we can all prosper.

prosperity247.com



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