

# Gartner U.K. Gender Pay Gap Report 2023



# Together as One: Our commitment to a culture of diversity, equity and inclusion

Gartner is a dynamic, multicultural global company serving ~15,000 client enterprises in 90 countries and territories. Our 20,000 employees worldwide work in 39 different countries and territories. In the U.K. specifically, Gartner's more than 1,905 associates represent 67 self-identified nationalities. We embrace the many facets of diversity this brings — it is critical to our sustained success. And we work hard — across our entire organization — to evolve our practices and perspectives to support and empower all our associates.

Our strategy focuses on integrating best-in-class inclusive approaches into all our talent processes and ensuring we have the right programs and resources to support our world-class talent's unique needs, so that everyone can succeed! We continuously evaluate our practices and actively focus on closing the gender pay gap. We hold ourselves accountable for creating an equitable workplace that attracts and advances our talent.

## **We continue to work to create more inclusive experiences for our associates and clients. Some notable highlights from 2023 include:**

- We launched two new benefit programs in 2023.
  - Our Bright Horizons Backup Care program provides access to backup child or elder care. Gartner associates can access up to 10 days per calendar year of subsidized backup care for their children or adult loved ones.
  - Our Wellthy Caregiver support program provides a dedicated care coordinator at no cost to our associates. It's especially well-suited for helping with complex, chronic or ongoing care needs.
- Our Women at Gartner employee resource group (ERG), our largest ERG, was focused on driving the recruitment, development, engagement and visibility of women by creating a network to exchange ideas, elevate skills and provide access to leadership. The group led many events and initiatives throughout the year.
- We remained committed to supporting professional development. In 2023, we continued to provide a variety of programs for associates to network, learn and connect. We provided formal development programs, including a networking and peer-to-peer learning experience and a frontline leadership development. Learn more in the "What is Gartner doing about its gender pay gap?" section on Page 5.
- Specific groups within our business units, such as Women in Sales and Women in Consulting, continued to provide tailored programming to support women's advancement and development.
- We continued to evolve our internal training to support our diversity, equity and inclusion (DEI) objectives. In 2023, we launched three new enterprisewide training modules available to all our associates globally: Recognizing Bias; Empathy & Vulnerability: Creating an Inclusive Workplace; and Embracing Individual Identity.

As we grow, we continue to develop and support women and embrace every opportunity to cultivate a culture of equity and inclusion.

We confirm that the data reported in this document is accurate.



*Robin Kranich*

**Robin Kranich**  
Executive Vice President, Chief Human Resources Officer, Gartner



# Our approach to pay

**Equal pay** is covered by the Equality Act 2010 and requires employers to pay men and women the same for work of equal value.

**The gender pay gap** is different from equal pay. It is described as the difference in average earnings between women and men.

At Gartner, men and women in equivalent roles with similar performance and experience are paid equally. This is at the core of our pay-for-performance strategy. Nonetheless, we have a gender pay gap driven by the fact that currently, more men than women hold higher-paying senior roles. In the U.K., 43% of our associates are women; 26% of our upper-quartile positions are held by women.

Gartner approaches narrowing the U.K. gender pay gap as part of its broad and ongoing commitment to DEI. Our strategy focuses on fully embedding diversity, equity and inclusion into our organization through the lens of hiring, engaging and advancing underrepresented talent. Throughout 2023, we focused on supporting inclusive experiences for all associates and clients and establishing Gartner as a destination for talent from traditionally underrepresented groups.

These DEI priorities drive our efforts and provide mechanisms to close the gender pay gap over time. We provide more details on the actions we are taking to drive gender pay equity in the “What is Gartner doing about its gender pay gap?” section.

## Gender pay gap numbers at a glance

### Overview

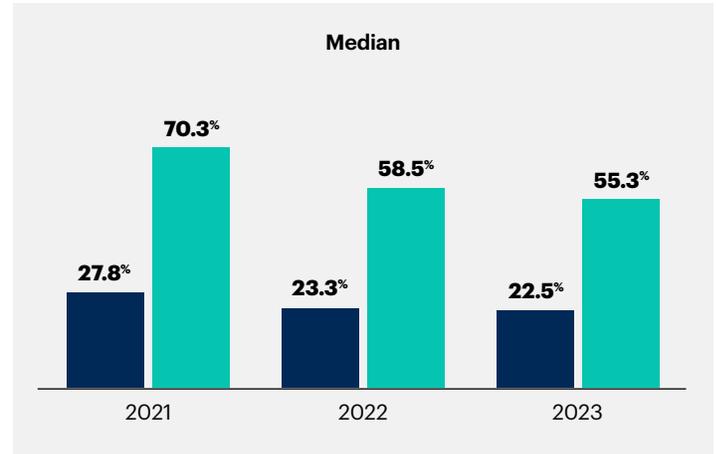
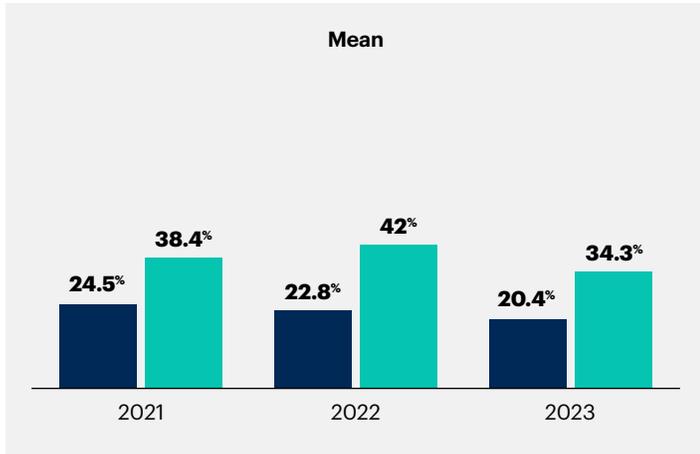
We continue to narrow our U.K. gender pay gap with year-over-year reductions in our mean and median gender base pay gap and in our median gender bonus pay gap. As of the 2023 snapshot, Gartner’s mean and median gender pay gaps reduced by 2.4% and 0.8%, respectively, following our most recent U.K. gender pay gap report submission for 2022.

We also continue to increase the representation of women in senior leadership, with a 3% increase year on year in the upper quartile. Based on performance, 100% of women associates in the U.K. received a bonus.

## Gender pay gap

These figures show the difference between the mean and median hourly pay of all male and female employees in all roles.

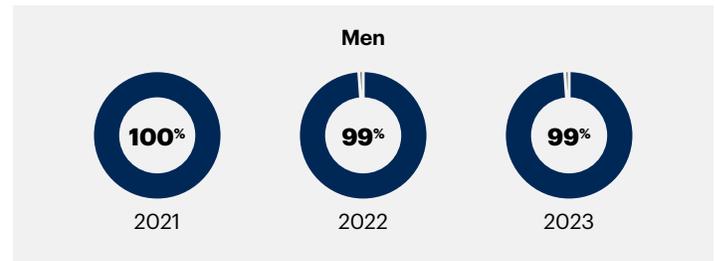
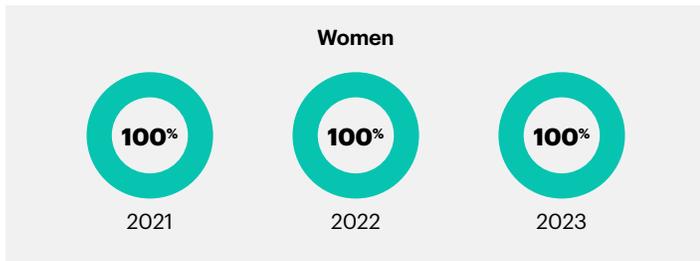
■ Gender base pay gap  
■ Gender bonus pay gap



% of females paid more plus % of males paid more  
Mean: The average of a set of numbers

Median: The midpoint of a distribution of values

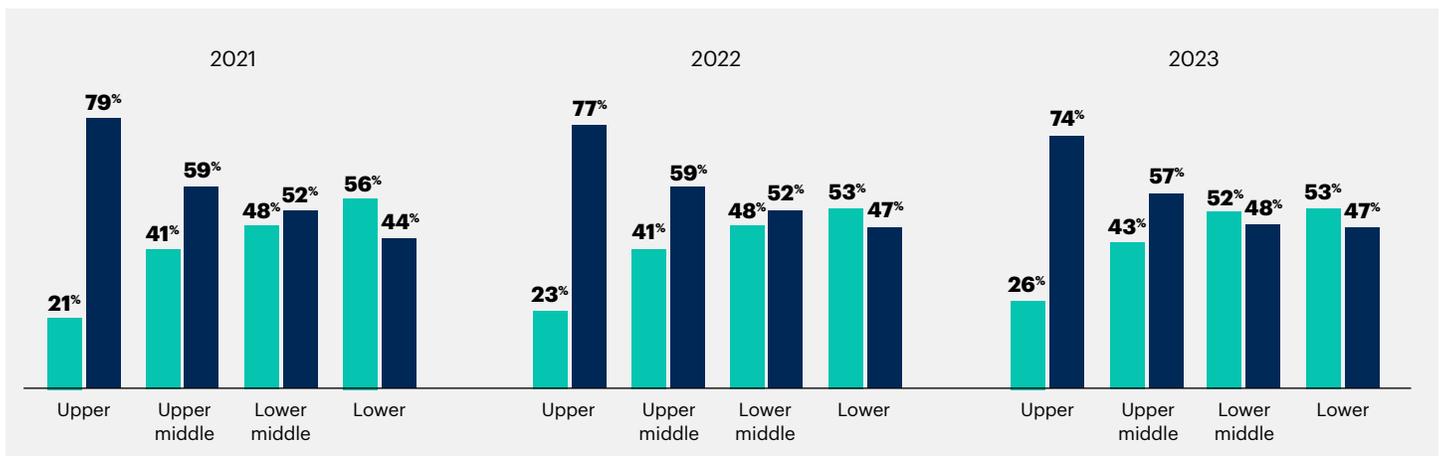
## Proportion of employees receiving bonus pay



## Distribution across pay quartiles

This shows the split between men and women in each quarter of our workforce when ordered by pay.

■ Women ■ Men



# What is Gartner doing about its gender pay gap?

Closing our gender pay gap requires a long-term commitment to strategic initiatives that will diversify our workforce and improve the representation of women in senior roles.

Dedicated and passionate associates worldwide work together to achieve our vision and our strategic priorities. Our DEI Center of Excellence supports Gartner's ERGs and business units through a matrix of councils, committees and regional DEI ambassadors. Together, they are taking steps to support progress in female representation at senior levels through our three strategic pillars of Hire, Engage and Advance.

## Attracting top talent

Gartner is committed to recruiting top talent, and our inclusive hiring strategies continue to diversify our community of associates.

Building diverse candidate pipelines and ensuring inclusive interview processes are key to our success. In 2023, we continued our Diversity Sourcing program, which ensures recruiting teams proactively source and engage candidates from the diverse backgrounds that meet our high bar for talent. This program had a 100% adoption rate, helping us identify thousands of leads for potential introductions to hiring managers and resulting in over 650 accepted offers for full-time opportunities.

We continue to expand these efforts through our external partnerships with organizations that serve, support and connect talent from underrepresented groups. In 2023, Gartner sponsored the annual Black Young Professionals (BYP) New Year New Network event in London, attracting over 500 attendees. Gartner sponsored the virtual and in-person 2023 BYP Leadership Conference, attracting 272 attendees virtually and 533 on-site attendees. Gartner leaders spoke about the initiative The Power of Emotional Intelligence: Enhancing Leadership Effectiveness and Building Strong Teams. We continued to expand this initiative in EMEA by sponsoring and participating in the BYP Mentorship Program, focused on actively upskilling talent within marginalized communities to build diverse talent pipelines for the future. Our partnership with BYP increased our top-of-funnel talent pipeline by 10%.





In 2023, through our University Recruiting initiatives, we participated in 13 DEI university student organization events, including four in-person and nine virtual events. Also, we attended networking and recruiting events for Bright Network, an early career partnership that offers career development and resources to more than 800,000 U.K. top students and those from underrepresented groups. Fifty-five percent of their network identifies as female.

### Fostering an inclusive culture

Gartner promotes a workplace that provides opportunities for everyone to celebrate their individual and collective diversity. Our “Together as One” approach ensures everyone feels included, respected and valued.

Our ERGs engage and unite people to foster a diverse, inclusive and supportive workplace. They are associate-driven and open to everyone. ERGs create safe spaces for associates from underrepresented groups and their allies. They aim to elevate and amplify their members’ voices. In April 2023, more than 450 U.K.-based associates were members of at least one of our ERGs.

With over 3,900 members globally, Women at Gartner is our largest and longest-running ERG, focusing on attracting, retaining and developing female associates. In 2023, we hosted programs around leadership development, sponsorship, allyship, board membership, and mental and physical health. The MenoChat community was launched to raise awareness of menopause at Gartner. Educational resources were launched, and in collaboration with our benefits team and healthcare vendor (Vitality), we celebrated Women’s Health Month with events, including a session on menopause with celebrity guest speaker Davina McCall.



**Elaine Brown is Co-Chair of Women at Gartner and a Menopause at Work ambassador. Elaine shares, “I am applying my passion for people to create and foster an environment of inclusion for all women and allies at Gartner. I co-launched the conversation about menopause in the workplace, and I love to meet people where they are on their journey: education, support, community. The more we can relate to one another as people first, the stronger we are together: We win as a team.”**



**Elaine Brown**  
VP, Data Analytics

In addition, our successful affinity groups, such as Women in Consulting and Women in Sales, continued to support development within their business units. Initiatives across 2023 included a mentorship program, career navigation sessions and quarterly inspiration calls focused on such topics as executive communications and influence.

## Growing with Gartner

Gartner provides extensive opportunities for our associates to advance and grow their careers. Developing and retaining great talent continues to be a strategic priority.

As part of the annual talent review and succession-planning process, our executive leadership team assesses the gender diversity of our talent pool throughout the organization and identifies and provides development opportunities for our future leaders. During 2023, women achieved promotions at a rate commensurate to that of men: The male promotion rate in the U.K. was 25.1%, and the U.K. female rate was 27.4%. For promotions into senior roles, the rate for women was higher than that for men based on associates' performances.

Women at Gartner U.K. are developing their careers while balancing work and home life.

**Hannah Tuck started her career path nine years ago as a talent sourcer and has grown both her career and her family to the tune of five promotions and two children. Three months into her second maternity leave, she was promoted to University Recruiting Team Lead.**

**Hannah shares, "I felt a huge sense of relief knowing I didn't have to choose between bonding with my baby and progressing my career. My new team was supportive, flexible and welcoming. Gartner's focus on results is the best part of our culture, and I've always felt supported and valued, both as an employee and as a mother."**

Gartner associates have plenty of new ways to connect with their peers across the company, share experiences, learn from one another and grow their careers. Gartner Crew and Ascent are the most popular professional development programs among women. In 2023, we had 331 women participating in Gartner Crew globally, 39 based in U.K.

**Tara Teymoori shares her experience as a 2023 Crew participant, "Crew allows you to tap into the diversity of thought of your colleagues from Gartner's global offices — connecting you to different business units and seniority levels. It's the opportunity to network and learn best practices and insights to aid in furthering your career!"**



**Hannah Tuck**  
Manager, Recruiting



**Tara Teymoori**  
Community Program  
Manager, Conferences Sales

# About Gartner

Gartner, Inc. (NYSE: IT) delivers actionable, objective insight that drives smarter decisions and stronger performance on an organization's mission-critical priorities.

We are a trusted advisor and an objective resource for ~15,000 client enterprises in approximately 90 countries and territories — across all major functions, in every industry and enterprise size.

Founded in 1979, we have 20,000 associates in ~85 offices around the world.

Gartner is a member of the S&P 500 with \$5.9 billion in revenues in 2023.

To learn more about how Gartner works with executives and their teams to enable faster, smarter decisions and stronger performance, visit [gartner.com](https://gartner.com).

© 2024 Gartner, Inc. and/or its affiliates. All rights reserved. 2838540

