

The background of the cover is a photograph of a woman standing in a city street. She is wearing a black and white patterned jacket, black pants, and black strappy sandals. She is looking upwards and to the right. The street is busy with other people walking, some of whom are blurred. The background is a large glass building reflecting the sky and surrounding environment. The lighting is bright, suggesting a sunny day.

Gender Pay Gap Report 2020

Introduction

In 2018, Idox began its programme of transformational change, aimed at improving the workplace for our colleagues. While in some areas we have flourished, our Gender Pay Gap remains high. As we move into the fourth year of reporting on this, Idox is at a new phase in this programme looking at improving diversity and inclusion in the workplace.

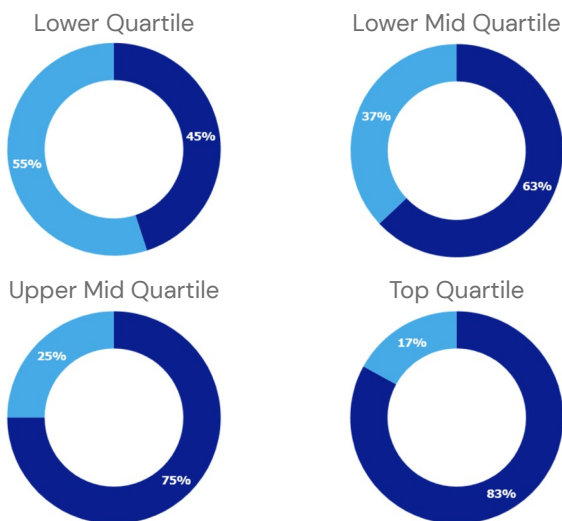
In our fourth year of reporting, our Gender Pay Gap remains high at a mean of 26.5. Although this is consistent of companies in the technology sector in the UK, we recognize that improvement is needed.

In 2020, Idox launched Idox Elevate, a programme sponsored by Idox plc board and led by Idox CFO, Rob Grubb, committed to championing a truly inclusive culture. The team are particularly focused on building gender equality at all levels of the organisation and challenging each of us to be more inclusive. We are enthusiastic at the potential this project can have on positively impacting equality in Idox by creating a truly inclusive culture, and we remain willing to be open and honest about the issues we face.

With the challenges faced from Covid-19 over the last year, we have been fortunate to be able to support all our colleagues in working from home, flexibly, supporting every circumstance, with no real impact on our service delivery. Achieving this and thriving as a company at the same time has been a great leveller so far as gender opportunity and experience is concerned. The necessity to distance has brought forward ideas and great energy amongst the teams, no matter the everyday challenges.

Our Data

Proportion of males and females in each pay quartile

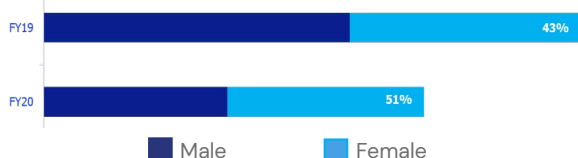


The gender split of our overall workforce in 2020 was



This has improved since April 2019, when the gender split was 69.8% (M) v. 30.2% (F).

The gender split of our external recruitment has been improving year on year, creating a more balanced split overall.



Pay Gap

Mean

26.5%

The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

Median

24.3%

The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering rates of pay from lowest to highest and comparing the middle value.

Bonus Gap

Mean

-16.7%

The difference in average bonus pay that male and female employees receive.

Median

-82.4%

The difference in the midpoints of the ranges of bonus pay that male and female employees receive.

Females at Idox, on average, are paid more bonus than males, creating negative percentages.

Proportion of males and females receiving a bonus payment



Future plans

Building a more inclusive workplace



At the end of 2020, we introduced Idox Elevate; a programme focused on promoting equality, diversity and inclusion in the workplace. This 24-month programme will see the group run new and exciting initiatives for employees to develop skills, build self-confidence and ensure that all our talented people are fully equipped to advance their careers at Idox.

The programme focuses on four pillars:

- **Terms of employment**
Ensuring that we are starting from a position of equality and good foundations in HR and that Elevate is championed from the top down.
- **Organisation attractiveness**
Creating an inclusive culture that attracts a more workforce and promotes inclusion internally.
- **Recruitment**
Develop more diverse approach to recruitment.
- **Employee development**
Focusing on supporting career progression across the organisation and supporting moves into leadership positions.

From fixing the broken rung, a scientifically backed observation that it is harder for women to make that first step into a leadership role to improving the visibility of female leadership, Idox Elevate is advocacy for equality in our organisation.

Idox is open to and actively looking for a more diverse, gender-balanced workforce that values disparate views and opinions. The Idox Elevate programme is sponsored by Rob Grubb, Chief Financial Officer and Idox Board member Alice Cummings.

Creating more recruitment opportunity



In the next year, we will be particularly focusing on entry roles and apprenticeships, ensuring we are making our presence known in University career pages. We are attending virtual career fairs for example, recently attending Queens University Belfast as well as joining up with Handshake, the early year career network. This will allow us to find opportunities to encourage all suitable talent, especially female STEM talent, to join us.

In early 2021, we have also began planning our recruitment strategy which will ensure we are bringing equality to our recruitment processes. We have set standards for interviewing where each panel will require to have a female presence, regardless of the type of role being filled. This will put steps in place to ensure unconscious bias is reduced during the recruitment process.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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