

# Gender Pay Gap Report 2021



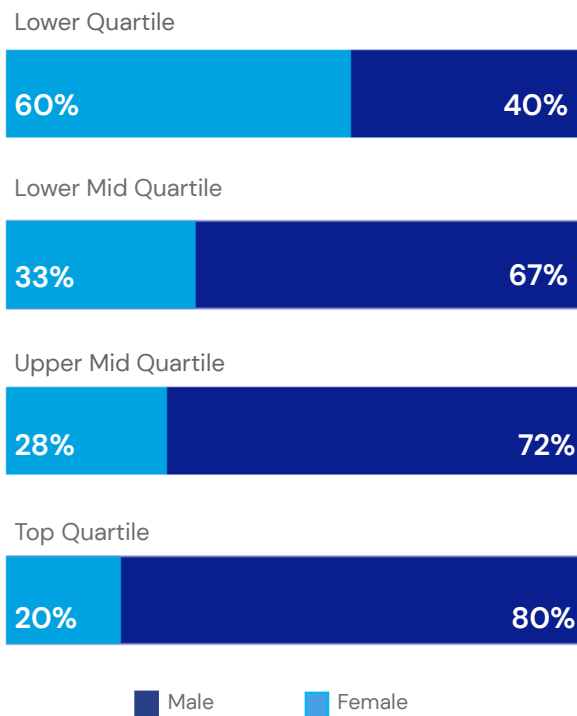
# Introduction

In the last year we have achieved a positive reduction in Idox's Gender Pay Gap data from 26.5% to 25.2%. This shift is an indication that our practices and initiatives, led by the Idox Elevate programme, are beginning to drive us towards closing the Gender Pay Gap at Idox.

Whilst this gap is reflective of the Technology sector across the UK, we are committed to ensuring we are an inclusive employer, helping to build real change in gender equality. As we continue our work with Idox Elevate, we aspire to welcome more women into leadership roles, inspire future talent and support our colleagues to work flexibly.

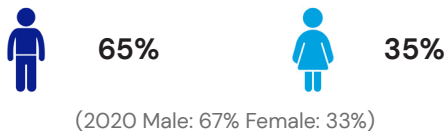
## Our Data

Proportion of males and females in each pay quartile



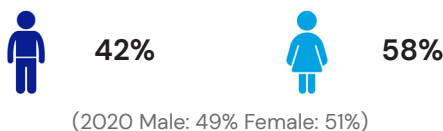
### Male-Female Split

The gender split of our overall workforce improved.



### Gender balanced recruitment

Our gender balance in recruitment continues to improve. In 2021, the breakdown for new joiners was



### Pay Gap

**Mean**  
25.2%

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**  
24.5%

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**  
59.8%

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

**Median**  
56.4%

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

While a higher average number of females received a bonus in 2021, their overall payments remain lower than male colleagues. This is mainly attributable to female to male ratio in senior leadership positions.



17.2% of males received a bonus



33.6% of females received a bonus

# Our commitment

## A review of 2021



### **Building inclusive recruitment processes**

With collaborative working between Idox Elevate and our recruitment teams, we have been able to implement processes designed to break biases during the recruitment process. We have implemented gender balanced interview panels for all senior roles and continue to put this practice in place for all other roles. Working with our Talent Acquisition team, Elevate worked to make it standard practice for all roles to be considered on a part time and flexible basis as well as implementing blind recruitment processes.



### **Creating educational and awareness opportunities within Idox**

In 2021, Idox Elevate launched our 'In conversation with' talks, a series of internal broadcasts aimed at raising awareness and educating our people on topics affecting gender equality. Each event welcomes a guest speaker to share their story, creating discussion and influencing positive behaviour. The talks will continue into 2022, welcoming women from within Idox to share their experiences, as well as inspiring speakers from our external networks and partnerships.



### **Continuing to champion learning and development activities**

Having successfully launched our Leading Together, leadership development programme at the beginning of 2021, we changed the process of entry to the scheme to self-nomination, instead of selection by managers, in order to encourage more opportunities for women to take part. We continue to promote and create opportunities for women to gain development through our Mentoring scheme, aimed at growing networks and supporting our people into taking their next career steps.

## Looking ahead

As we gather momentum, the Idox Elevate 2022 objective is to ensure 38% of the Idox team are female and at least 28% of people leaders in the business are female. To deliver on this promise, and the promise of promoting gender equality, the Elevate team have a next steps plan of action in place, backed by the Board and Executive Leadership of Idox.

We continue to invest in our people through leadership development opportunities and create more spaces for our people to develop and grow. As part of our commitment to Diversity, Equality and Inclusivity, several activities are planned to increase our reach and impact in this area, including more reporting and anonymised data collection; development of formal DEI training; and, supporting more Employee Resource Groups to help us drive conversations.

Working with charities and external partners, we aim to increase our attractiveness to female talent to our business and plans are in place to review our organisational attractiveness to women and those from minority groups. We continue to track and monitor internal promotions and opportunities to support females into senior positions.

Through these actions, the Elevate Gender Equality Programme, and with the uncompromising support of our leadership team and our employees, Idox will continue to promote the importance of gender equality, which is integral to our culture and DRIVE core values, in order to deliver gender balance by 2027.



## 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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