

Gender Pay Gap Report 2022



Introduction

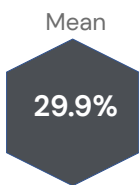
At Idox, we believe in equal opportunity for all. With our DRIVE values – Dynamic, Responsibility, Integrity, Valued and Excellence – at the centre of our business, we have been progressing our approach to Diversity, Equality and Inclusion. We welcome the transparency Gender Pay Gap reporting brings.

In 2022, the mean Gender Pay Gap at Idox increased by 4.7% to 29.9% (2021: 25.2%). While our pay gap is reflective of the Technology sector in the UK, we recognise the work that remains to ensure equity within pay. In growing inorganically through acquisition, we have experienced a widening in the gap. This is something we continue to monitor whilst ensuring that during the acquisition process we are securing jobs for those colleagues joining Idox.

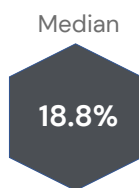
While we have seen a positive increase in female leadership within the business, it is essential that Idox continues to progress and develop senior female leaders within our organisation.

Our Data

Pay gap

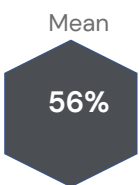


The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

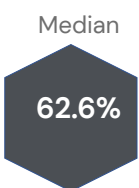


The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering rates of pay from lowest to highest and comparing the middle value.

Bonus Gap

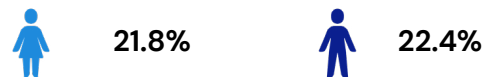


The difference in average bonus pay that male and female employees receive.



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

Proportion of males and females receiving a bonus payment



Proportion of males and females in each pay quartile

Lower Quartile



Lower Mid Quartile



Upper Mid Quartile



Top Quartile



■ Male ■ Female

Our commitment

Continuing the Idox Elevate programme

Idox Elevate has continued to work on allyship and promoting gender equality at all levels of the organisation. Their work in encouraging gender equality has seen the initiative support the business to surpass its goals to ensure that 38% of the Idox team are female and at least 28% of people leaders in the business are female. In 2022, 34% of our overall workforce identify as female and 31% of people leaders are female.

Developing future leaders

Having run the Idox Leading Together leadership development course in 2021 and 2022, we support our people to grasp leadership opportunities. By allowing self-nomination in 2022, our aim was to encourage people from all levels and communities to join the programme. We have now had approximately 100 people complete the course, providing further opportunity for progression and networking internally. In 2022, we increased the number of women who completed Leading Together to 37% from 30% in 2021.

Building momentum in educating our people

Across 2022 we continued to educate our people through internal talks and webinars centred around building equity for women in business, especially in the technology sector. With 'In conversation with...', a series of educational conversations with successful and inspiring women, Idox Elevate covered the topics affecting gender equality. From exploring the broken rung, to welcoming guest speakers to discuss the lack of diversity at senior levels of many industries, the broadcasts helped bring clarity to the areas where we can collectively improve. In addition, we introduced regular unconscious bias webinars, aimed at bringing awareness to the biases we all unintentionally hold and providing people with the skills to help call these out and make a change.

Looking to the future

As we continue the journey of securing gender equality at all levels at Idox, we still have a distance to travel in achieving our goal of 50% female colleagues in each quartile by 2027, as well as reducing the gender pay gap that exists.

Through the latter half of 2022 Idox undertook an organisational re-design and we expect that it may have a short term impact on our ability to reduce our gender pay gap as roles are embedded however we are focused on how we drive change over the longer term.

In 2023, our aims include:



Working with Idox Elevate to create more opportunity to fast-track females into senior leadership positions.



A full audit on recruitment processes and retraining of all hiring managers to ensure fairness in recruitment process.



Introduction of formal DEI scheme to be rolled out to all colleagues addressing bias and increasing understanding of topic.



Creation and tracking of additional data sources surrounding DEI initiatives in addition to our Gender Pay Gap.

Through these actions, the Idox Elevate Programme, and support of our leadership team and our employees, Idox will continue to promote the importance of gender equality. This is integral to our culture and DRIVE core values.

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.

Ruth Paterson
Chief Legal & Corporate Services Officer



Contact us

Idox Software Ltd

Second Floor, 1310 Waterside
Arlington Business Park
Theale RG7 4SA

T: +44 (0) 333 011 1200

E: info@idoxgroup.com

www.idoxgroup.com