



IDE Group Manage - 2018 Gender pay gap report

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1 Introduction

IDE Group continues to believe that having an inclusive culture with a talented, diverse and engaged workforce is fundamental to helping us achieve our ambitions and being able to deliver value to our customers and shareholders. We have encouraged and valued the contribution of all our employees and have created an environment where everyone can thrive and give their best, regardless of their gender or background.

We support equality through fair pay and are confident that men and women are paid equally for doing equivalent roles within our organisation. However, there are challenges with gender diversity within the IT industry and this means we have a greater proportion of men than women across our organisation, particularly in engineering, technical and more senior roles which creates a gender pay gap. Despite this, we are pleased to report that both mean and median gender pay gaps have reduced year on year. We have also made progress with reducing the proportion of women in the lower pay quartile and increasing the number in the lower middle quartile.

We believe the proportion of men and women receiving a bonus shows that men and women are treated fairly in how we determine who receives bonus and commission payments within our company, although the gender bonus gap findings have been adversely skewed because of large commission payments made to a small number of men for significant deals won during the year.

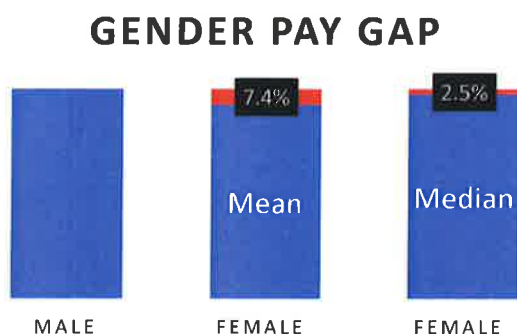
We are trying to address the gender imbalance through an inclusive approach to recruitment, offering high quality training and development opportunities and career development paths, flexible working, and entry level opportunities. Addressing gender disparity in engineering, technical and senior level roles will take time, although we believe in doing so we will close our gender pay gap.

Andy Parker, Executive Director

2 Headline gender pay gap figures

The gender pay gap is the difference in pay between the mean or median hourly rate of pay that male and female employees receive. The **mean gender pay gap** is the difference in the average hourly pay for women compared to men. The **median gender pay gap** is the difference between the midpoints in the ranges of hourly pay for women and men. It takes all of the hourly rates in the sample, lines them up from lowest to highest, and picks the middle-most hourly rate.

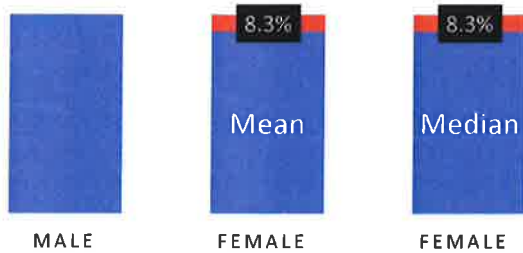
The figures provided in the charts below are based on hourly rates of pay as at 5th April 2018 and bonuses paid in the year to April 2018.



The mean pay for men is 7.4% higher than that of women. This is a reduction of 3.8% from last year.

The median pay for men is 2.5% higher than that of women. This is a reduction of 8.2% from last year.

GENDER BONUS GAP

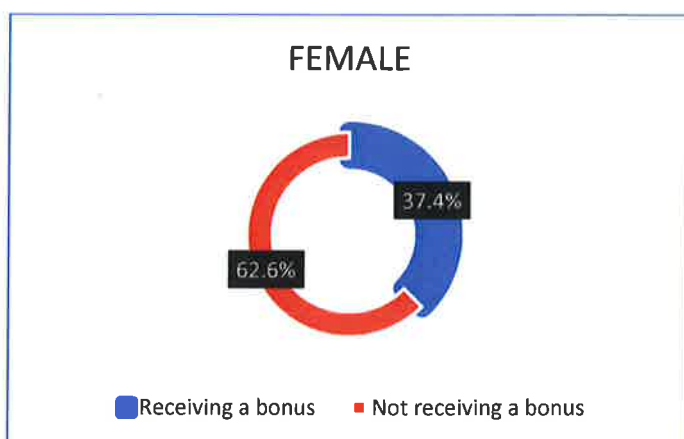
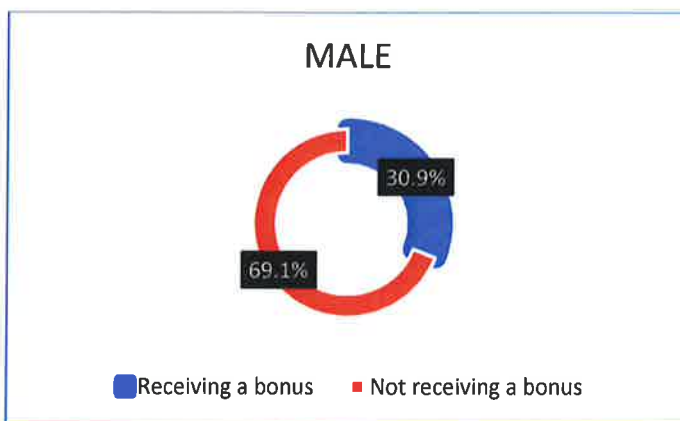


The mean bonus pay for men is 8.3% higher than that of women. This is an increase of 12.1% from last year.

The median bonus pay for men is 8.3% higher than that of women. This is an increase of 27.2% from last year.

3 Proportion of men and women receiving a bonus

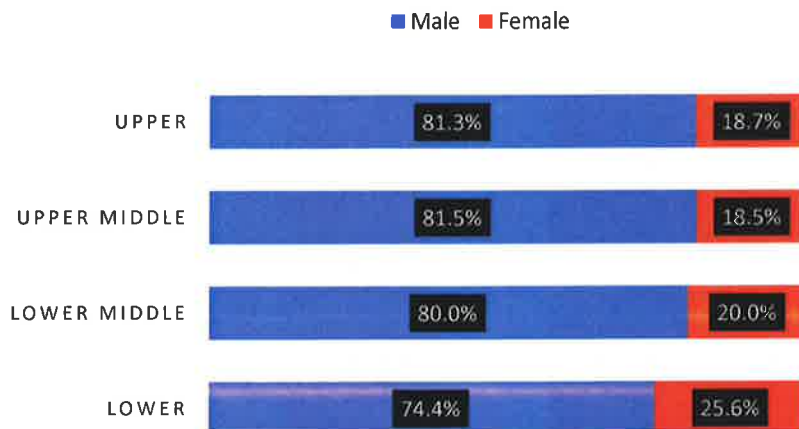
The calculations represent the bonus arrangements and sales commission incentives within the company. We also offer recruitment "finder's fee" incentives, which are also included.



4 Population of men and women in each pay quartile

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal sized quartiles.

POPULATION BY PAY QUARTILES



5 Our plans

We continue to be committed to creating an inclusive culture where everyone can thrive and give their best, regardless of their gender or background. We are taking steps to support this ambition and to ensure more equal representation across our business.

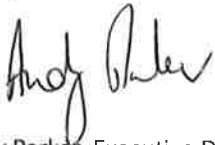
Examples of initiatives to support this agenda are:

- Diligently promote our corporate values, CRESTA
 - o Our values promote Collaboration, Respect, Excellence, Speed, Trust and Accountability
 - o The CRESTA values are an essential foundation to creating an inclusive culture
 - o They are reinforced through recruitment and recognition mechanisms, such as "CRESTA champions"
- Maintain and build upon our resourcing strategy
 - o To better promote roles, career opportunities and our employee offering to both internal and external candidates through our company systems and website
 - o More proactively managing internal moves and progression rather than recruiting externally
 - o Developing career paths to help progression and retention across the organisation
 - o Using different sourcing options to broaden the talent pools we attract candidates from
 - o Offering more entry level opportunities, such as Apprenticeships, to help remove barriers for females who want a career in the IT industry
- Actively promote our outreach work with local schools
 - o Female role models promoting IT careers to females
 - o Offering more work experience placements across our business
- Providing comprehensive development options to cater for our diverse workforce
 - o Investment in Learning Cloud technology which gives all employees unlimited access to high quality desktop, business and technical training

- Introducing mentoring and buddy schemes to support development, progression and career choices

6 Declaration

We confirm that the information and data reported are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.



Andy Parker, Executive Director

Document Control

Version	Date	Created By	Reviewed By
V1.0	18/03/2019	Peter Thompson	Andy Parker
Amendment Summary			
V1.1			
Amendment Summary			
V1.2			
Amendment Summary			

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