



IDE Group Ltd - 2020 Gender pay gap report

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1 Introduction

IDE Group maintains 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 we have continued to make progress with increasing the proportion of women in the upper, upper middle and lower middle quartiles and reducing the proportion of women in the lower pay quartile.

However, due to our change of focus within the business this has substantially reduced the number of performance related bonuses. Therefore, we have a greater 'median' disparity between the proportion of men and women receiving a bonus. From reviewing the 2018 figures, the percentage of bonuses has decreased for both genders. However, analysing 2018 published figures and 2020 data further, there is a higher overall reduction percentage of males who are receiving a bonus (-18%) compared to female (-10.9%). Although the 2020 data indicates the number of females who have received a bonus against the total female population is 13.6% higher as a percentage when comparing the number of males who have received a bonus against the total male population.

IDE Group has tailored several strategies and solutions to meet organisational needs now and in the future. Our continued focus is to develop a high-performance culture and improve the performance and impact of our teams. This has necessitated our headcount decreasing over the last 2 years.

Due to the Coronavirus Pandemic, the Government Equalities Office and the Equality and Human Rights Commission (EHRC) announced their decision to suspend enforcement of the gender pay gap deadlines, which had required reporting of organisations' April 2019 data. Consequently, IDE Group did not publish their 2019 gender pay figures. Therefore, any comparison will be based on our 2018 published figures.

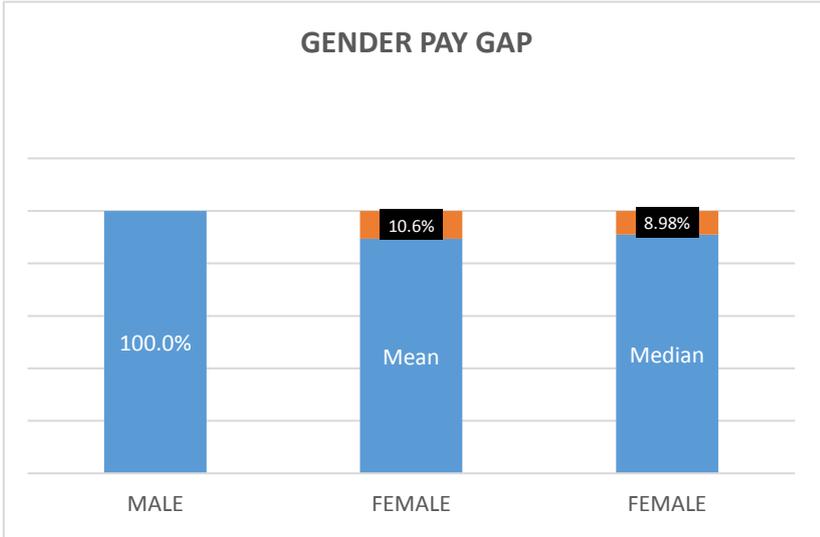
We are trying to address the gender imbalance through an inclusive approach to recruitment, offering quality training and development opportunities and career development paths, flexible working, and entry level opportunities and exploring again apprenticeship programmes. Addressing gender disparity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

Tony Everson, Group Managing 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, into consideration, 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 of 5 April 2020 and bonuses paid in the year to April 2020.

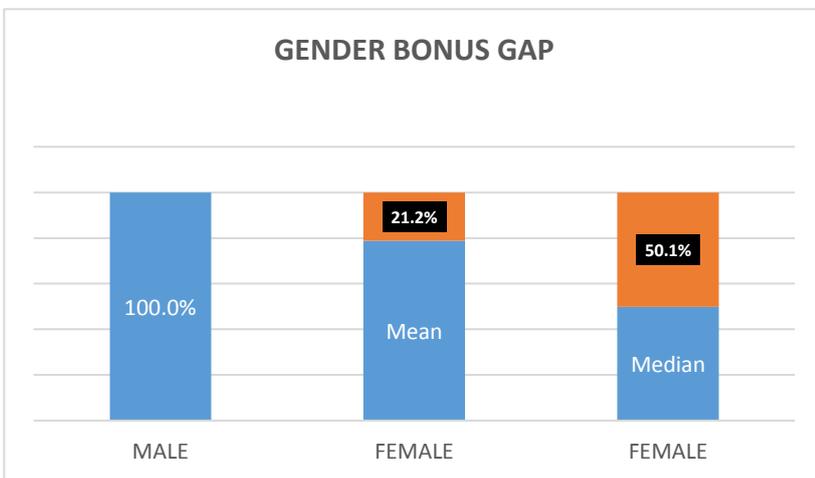


This reflects our continuous re-structure of the business model throughout 2020.

The mean pay for men is 10.6% higher than that of women. This is an increase of 3.2% from our 2018 published figures.

The median pay for men is 8.98% higher than that of women. This is an increase of 6.48% from our 2018 published figures.

However, the overall % of female employee within the company has increased by 1.5% from 2018 published figures.

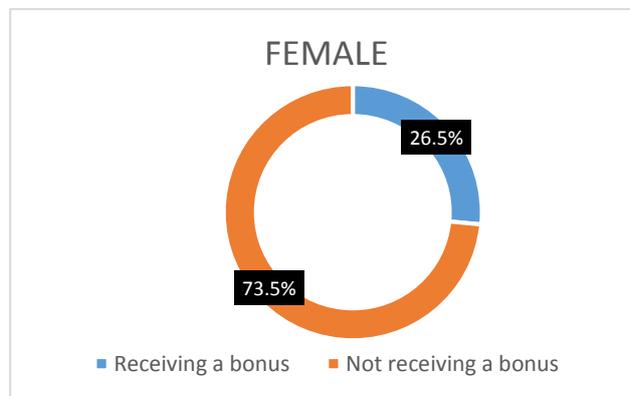
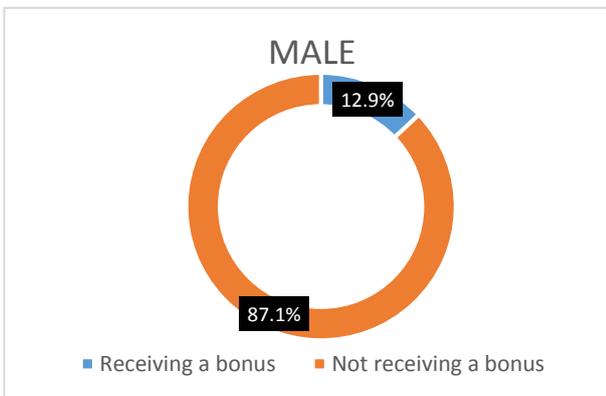


The mean bonus pay for men is 21.2% higher than that of women. This is an increase of 12.9% from our 2018 published figures.

The median bonus pay for men is 50.1% higher than that of women. This is an increase of 41.8% from our 2018 published figures.

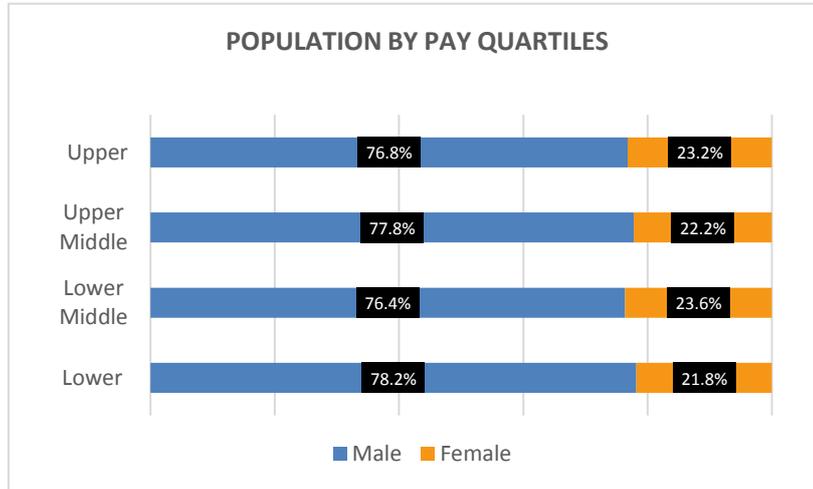
3 Proportion of men and women receiving a bonus

The calculations represent the bonus arrangements and sales commission incentives within the company.



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.



5 Our plans

Our restructures strategies are nearly complete with our focus on 'right sizing' the business in preparation for 2021 and beyond.

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.

Since the UK Lock Down in March 2020 due to the Coronavirus Pandemic, most of our staff have been home based. This flexible model has worked well for the business and we are currently reviewing short to medium plans to adopt a blended work location strategy.

Examples of initiatives to support this agenda are:

- Diligently promote our corporate values
 - o Our values promote Collaboration, Respect, Excellence, Sustainability, 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
- 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, for example – using Apprentice Programmes
 - o Offering more entry level opportunities, to help remove barriers for females who want a career in the IT industry

- Support to staff
 - o Support for women returning to work through shared parental leave, flexible working, part time, remote working (including working from home) and term-time only opportunities
 - o Support and encourage men to take advantage of flexible working arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part time working
- Actively promote our outreach work with local schools
 - o Offering more work experience placements across our business
- Providing comprehensive development options to cater for our diverse workforce
 - o Continue with our Learning technology which gives all employees access to training
 - o Continue with our 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.

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Tony Everson, Group Managing Director

Document Control

Version	Date	Created By	Reviewed By
V1.0	03/03/2021	Helen Spearing	Tony Everson
Amendment Summary			
V1.1			
Amendment Summary			
V1.2			
Amendment Summary			

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