

Idox Group Gender Pay Report 2018



Foreword

Like all organisations with over 250 employees, we will be publishing our gender pay gap report annually, starting this year. In the report, you will see that our gender pay gap is just under the national average of 18.4%. However, this is still a gap which we are committed to reducing.

Idox Group is a leading provider of specialist software and services to both the public and private sector. Our customer network is diverse and spans a range of industries in the UK and overseas including local and central government, health and social care, transport, education and engineering.

Established for more than 20 years, we have many long serving and skilled employees; but like many other technology companies, the majority of our roles have historically been populated by a greater number of male employees. This has steadily improved over the last few years, but our gender split was still 71.5% male vs 28.5% female at the snapshot date of April 2017, with a lower proportion of females in senior posts.

We acknowledge that to achieve our organisational goals, we need to attract and retain the skills of both men and women and challenge any barriers, conscious or otherwise. As a result, we have a goal of closing that gap over the next few years. I believe that our gender workforce split has played a part in our results. But by increasing opportunities and attracting a more diverse workforce, I am confident that we will work towards reducing this percentage gap further, and continue to strengthen our services as a result.

Alison Elmore
Head of HR

Short Term Goals

Our primary goal is to reduce our pay gap by the end of 2018:



By continuing to scrutinise our **recruitment policies** and procedures to eliminate bias, and to encourage females to apply in what can traditionally be perceived as a male-dominated environment.



By ensuring our policies encourage diversity and giving women **equal opportunities** to progress within Idox.

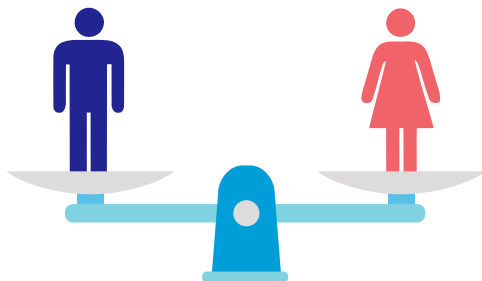


By reviewing our **Bonus and Commission plans** to ensure there is transparency and consistency for earning potential.



By fully supporting a **strong work-life balance** so that we retain our talented workforce. We will explore smarter and more flexible ways of working to meet the needs of our employees, customers and shareholders.

What is the Gender Pay Gap?



Equal Pay

Equal pay is the legal obligation for employers to give equal pay to men and women for equal work.

A Company can have a Gender Pay Gap without breaching any Equal Pay provisions.

Essentially the higher the percentage gap, the greater the disparity between men and women for the figures reported.



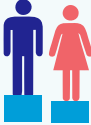
Gender Pay Gap

The Gender Pay Gap is a broader measure of the difference between the average earnings of men and women, irrespective of roles and seniority.

It looks across all job levels within an organisation.

Our Data

Difference between men and women

	Mean	Median
Pay Gap 	14.28% 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.	19.99% The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering individuals' rates of pay from lowest to highest and comparing the middle value.
Bonus Gap	25% The difference in average bonus pay that male and female employees receive.	0% 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

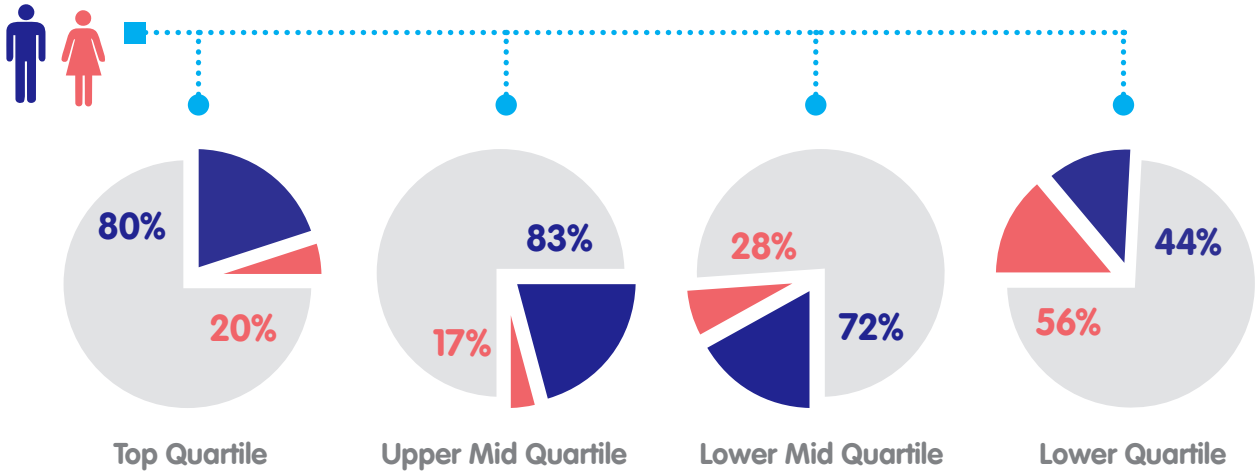
The percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2017.



Our Data

Proportion of males and females in each pay quartile

This is the percentage of male and female employees in four quartile pay bands.




I confirm that the Gender Pay Gap data contained in this report is accurate.

Richard Kellett Clarke
Interim Chief Executive



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