

Gender Pay Gap Report 2022

Data has been calculated according to the requirements of the **Equality Act 2010** and **Gender Pay Gap Information Regulations 2017**.



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Introduction



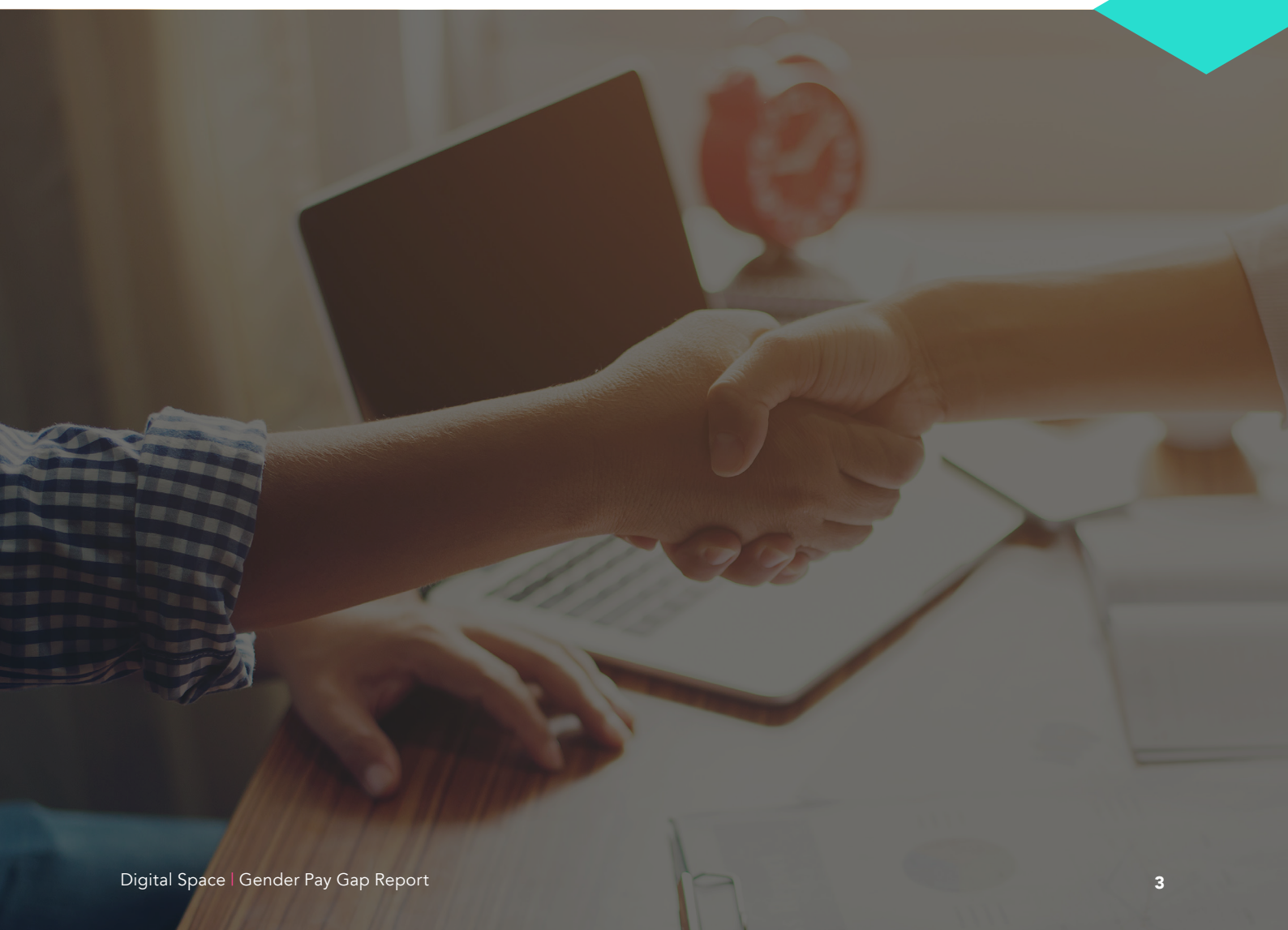
Building a **diverse and engaged workforce** at Digital Space is key to our overall people agenda, furthermore, supporting continuous development for our colleagues and our business is crucial to our overall organisational vision, strategy and objectives.

We recognise the importance of flexibility and blended ways of working for the benefits of work life balance and our attraction strategy.

We equally recognise the value of not only home-working opportunities but also site-based working for the purposes of creativity, productivity, performance, and collaborative ways of working. Adopting flexibility in our attraction strategies and ways of working allows us to recruit more effectively therefore offering greater opportunities to all genders.

Within our Corporate Social Responsibility agenda, we commit to working more closely with other businesses and educational institutions in our local areas to encourage more diverse applicants for our vacancies.

For the purposes of monitoring our Gender Pay Gap, Digital Space strives for pay parity across comparable roles within the business and this is a key focus for both resourcing and retention.



5th April 2022 Data

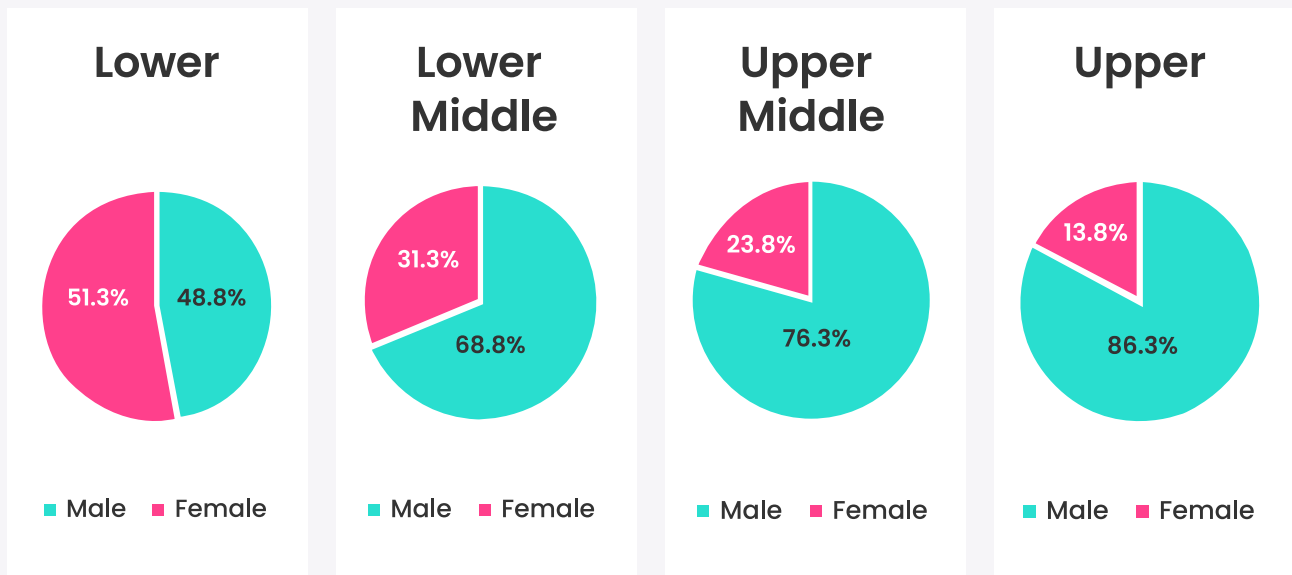


The total number of employees for 2021 to 2022 is 320 with the gender profile at Digital Space remaining somewhat static from previous years, with a 70% male and 30% female split.

During 2021-22 our mean pay gap increased and is now 27.8% (compared with 24.8% in 2020-21), however our median gap has reduced to 34.5% from 37.8% in the previous year.

Pay Quartiles

The figures demonstrate the proportion of males and females in each pay quartile, with a total of 80 employees per quartile.



Our gender pay gap data is primarily impacted by proportion of males outweighing the number of females in each quartile as illustrated above, with the exception of the lower quartile which appears relatively balanced. Furthermore, we have identified improvements in the upper middle quartile compared with 2020-21 at 81.6% male and 18.4% female.

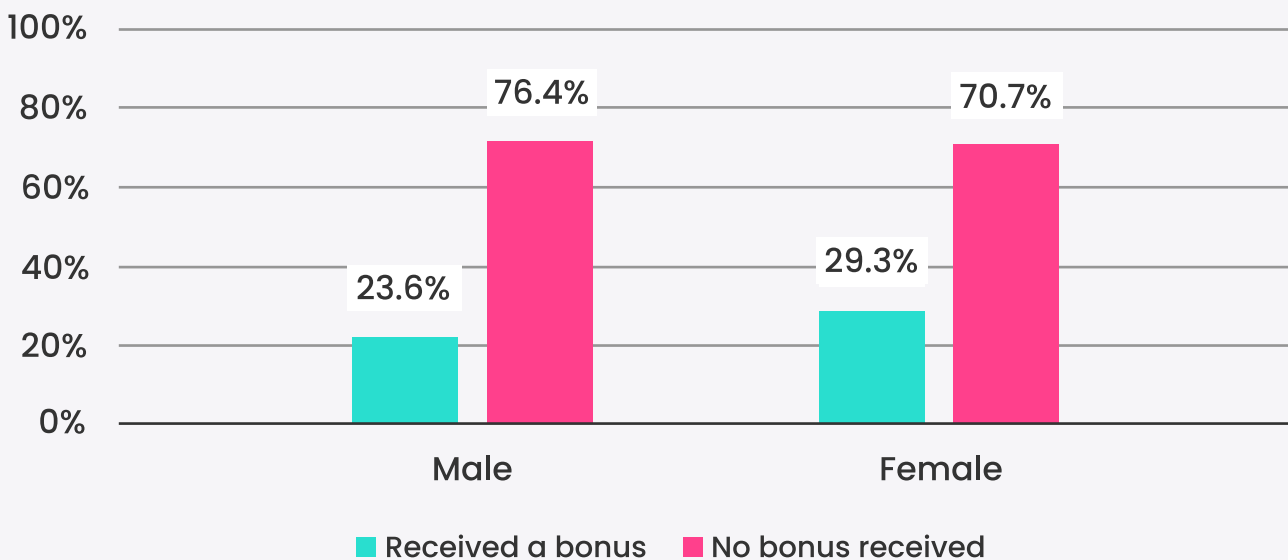
We have seen the largest reduction of females in the upper quartile (13.8% from 17.2% in the previous year) and a higher increase of females in the lower quartile (51% from 47.1% in the previous year), however there has been a sizable increase in females in the upper middle quartile (24% from 18.4% in the previous year) which will be a direct result of our internal progression and development strategy.

Gender Pay and Bonus Gap



Difference Between Male and Female Colleagues	Mean 2022	Mean 2021	Mean 2020	Median 2022	Median 2021	Median 2020
Gender Pay Gap	27.75%	24.8%	14.4%	34.53%	37.8%	31.8%
Gender Bonus Gap	71.75%	73.1%	7.1%	40.48%	67.1%	0%

Proportion of Employees Receiving a Bonus



During 2021-22, the standard company bonus scheme and policy was applied and impacted a small portion of colleagues due to the criteria of their role. The bonus applied is a % of salary which can therefore have a direct correlation with the mean and median results.

For those who are entitled to a bonus the male to female split is somewhat balanced, with a higher proportion being female.

How We Will Make a Difference to Closing the Pay Gap



Pay Review

We will commit to paying above the Real Living Wage and will continue to proactively review and benchmark salaries as part of the annual pay review exercise to ensure fair and competitive pay for the purposes of both retention and attraction.



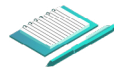
Recruitment

We commit to adopting a transparent approach to recruitment, including encouraging more gender diverse applicants (where the criterion of the role is met).



The Voice of Our People

We will proactively encourage our colleagues to use Office Vibe (our employee engagement platform), so that we stay abreast of our people's views, issues and feedback and therefore allow us the ability to act promptly.



People Focussed Agenda

We commit to regular reviews of our internal policies, procedures, and benefits portfolio with the people at the forefront, and a further focus on supporting a diverse workforce.

This gender pay gap report is calculated on the pay as of 5 April 2022, as well as bonuses paid between 6 April 2021 and 5 April 2022. The data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Neil Muller
Chief Executive Officer



Daryl Paton
Chief Financial Officer



Digital Space delivers **progressive digital solutions** that enable organisations to transform at pace.

Focused on leading change for their customers, the team provides connected, productive and secure platforms to maximise data, improve workflow and accelerate growth.

[Click here](#) to book a free consultation for your business today.



Head Office Brunel Business Park, Jessop Close, Newark, Nottinghamshire NG24 2AG
Call: 0333 220 0222 hello@digitalspace.co.uk www.digitalspace.co.uk