

# Gender Pay Gap Report 2021

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 team at Digital Space is key to our people plan, furthermore, to enable continuous development for our colleagues and our business.**

We have seen, through the pandemic, how we need to be flexible to fit with changing priorities; both for our business and our colleagues. We have seen home working work well throughout the different teams, even in roles where previously we may not have considered it to be effective. Adopting a more hybrid way of working allows us to recruit differently across the UK and offers more roles to all genders who may wish to work flexibly to suit their busy lives.

We're also building on our Corporate Social Responsibility policy, and we intend to start working more closely with other businesses and educational institutions in our local areas to encourage more diverse applicants for our vacancies.



# 6th April 2021 Data

The total number of employees for 2020 to 2021 is 367 with the gender profile at Digital Space being 70.3% male and 29.7 % female.

From 2020 to 2021 our mean pay gap increased and is now 24.8.% (from 14.4% in 2020) and our median gap has widened to 37.8% (31.8% in 2020); these changes are as a direct result of the COVID-19 Pandemic. We have seen the largest reduction of females in the upper quartile and a higher increase of females in the lower quartile.

The gap widens in our pay quartiles as the proportion of male in each quartile outweighs the number of females, with the upper at 82.8% (Males) and 17.2% (Females), and upper middle quartiles at 81.6% (Males) and 18.4% (Females).

2019 to 2020 saw a change to the application of the Digital Space Company Bonus scheme, primarily as a direct impact of the COVID-19 Pandemic; however, in 2020 to 2021 the Company Bonus scheme reverted back to the pre-pandemic structure hence the sudden change in Mean (73.1% from 7.1%) and Median (67.1% from 0%) figures.

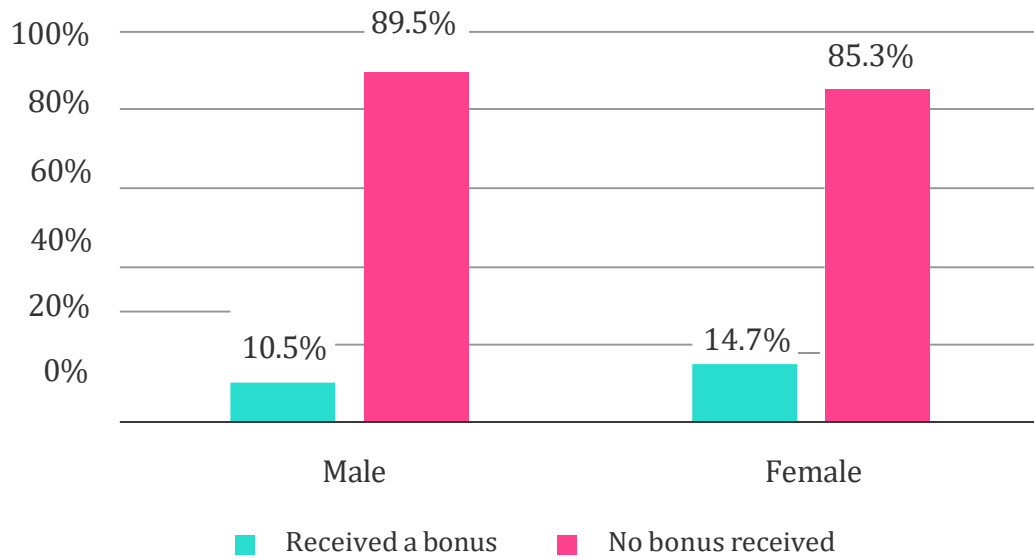
Digital Space has pay parity across similar roles within the business and this is a key focus when we're recruiting.

## Gender Pay and Bonus Gap

Difference between male and female colleagues	Mean 2021	Mean 2020	Mean 2019	Median 2021	Median 2020	Median 2019
<b>Gender Pay Gap</b>	24.8%	14.4%	23.4%	37.8%	31.8%	20%
<b>Gender Bonus Gap</b>	73.1%	7.1%	57.1%	67.1%	0%	76.7%

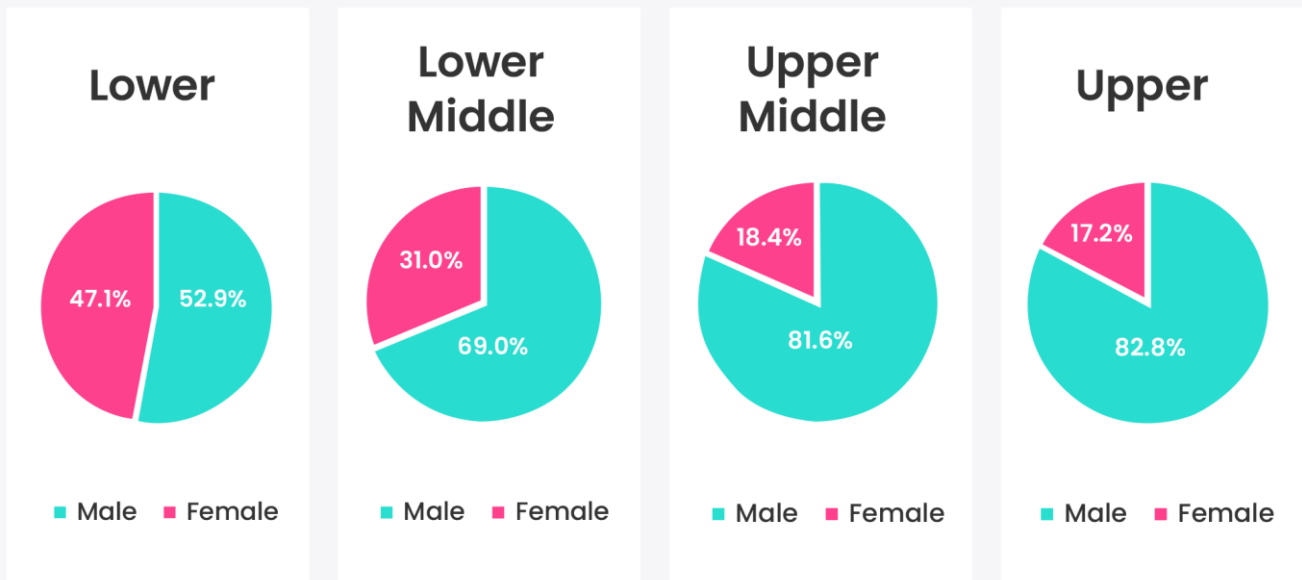


# Proportion of employees receiving a bonus



## Pay Quartiles

The figures demonstrate the proportion of males and females in each pay quartile, with 87 employees in total in each quartile.





# How we will make a difference to closing the pay gap



## Hybrid/ Blended working

Adopting hybrid and blended working across the business where it can be supported effectively to further align our people policies to inclusive ways of working.



## Recruitment

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



## Working groups

We commit to encouraging internal active working groups such as Women in Business to ensure a supported platform for our people to feel encouraged to progress and develop within the business. Furthermore, attendance at more Women in Business / tech focussed events.



## People focussed agenda

Commitment to regular review our internal policies, procedures, and benefits portfolio with the people at the forefront, and a further focus on supporting women at work.

This gender pay gap report is calculated on the pay as of 5 April 2021, as well as bonuses paid between 6 April 2020 and 5 April 2021. 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