



Gender Pay Gap Report 2024

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

At Digital Space, we are committed to fostering **gender diversity** and reducing the gender pay gap as part of our broader people strategy. Building an inclusive, diverse, and motivated workforce remains a key priority, ensuring that every colleague has equal opportunities to grow, succeed, and thrive.

To achieve this, we continuously assess workplace culture, engagement, and development opportunities, ensuring that career progression is accessible to all. Our focus on pay parity for comparable roles remains central to our efforts, with strategic recruitment and retention initiatives aimed at achieving long-term gender balance.

We also recognise that flexibility is essential in supporting work-life balance and attracting a diverse talent pool. We therefore have a desire to create an environment that encourages creativity, productivity, and equitable opportunities for all genders.

Through these efforts, Digital Space is actively working towards a more balanced and fairer workplace, driving meaningful change in closing the gender pay gap.



5th April 2024 Data

The 2023-2024 Gender Pay Gap analysis includes a total of 299 employee records, with a gender distribution of 73.5% male and 26.5% female.

Gender Pay and Bonus Gap

The 2024 pay data shows a significant gender pay gap:

- **Mean gender pay gap (29.3%):** On average, females earn 29.3% less than males. This figure is calculated by taking the total pay for all employees and identifying the difference between the average pay of males and females.
- **Median gender pay gap (35.3%):** The median pay gap is even higher, indicating that the middle-earning female earns 35.3% less than the middle-earning male. This suggests that females are concentrated in lower-paid roles, or there is an imbalance in high-paying positions.

The fact that the median gap is higher than the mean suggests that a small number of high-paid females might be slightly increasing the mean, but the majority of females are still earning significantly less. This structural imbalance highlights barriers to progression and disparities in access to senior, high-paying roles.

Difference Between Male and Female Colleagues	Mean 2024	Mean 2023	Mean 2022	Median 2024	Median 2023	Median 2022
Gender Pay Gap	29.3%	33%	27.8%	35.3%	36.9%	34.5%
Gender Bonus Gap	59%	89.6%	71.8%	36.4%	46.8%	40.5%

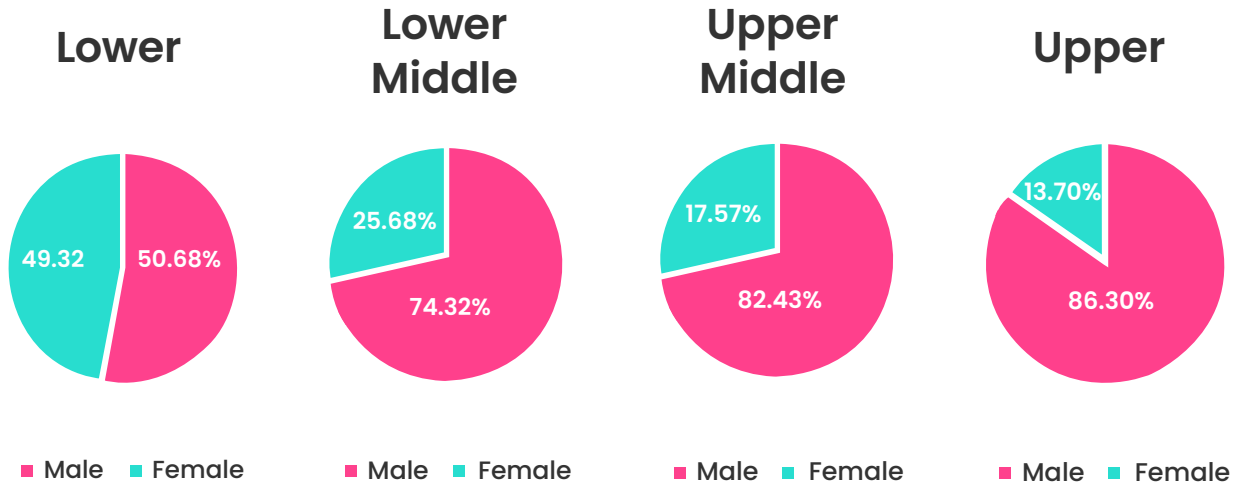
2024 Vs 2023

The Mean Gender Pay Gap has improved from 33.0% in 2023 to 29.3% in 2024, indicating positive progress. However, it remains 1.5% higher than in 2022, showing fluctuations over time. In comparison, the Median Gender Pay Gap has declined slightly from 36.9% in 2023 to 35.3% in 2024, reflecting a gradual improvement, yet it is still higher than 34.5% in 2022, indicating further need for sustained action.

The Mean Bonus Gender Pay Gap has seen a significant reduction from 89.6% in 2023 to 59.0% in 2024, suggesting better alignment in bonus distribution. 2024 is also lower than the 71.8% in 2022, showing long-term progress. Additionally, the Median Bonus Gender Pay Gap has improved from 46.8% in 2023 to 36.4% in 2024, showing a 10.4% reduction in the gap. 2024 is also lower than the 40.5% in 2022, indicating a steady trend toward equity.

Pay Quartiles

The following data presents the gender distribution across different pay quartiles within Digital Space. The analysis highlights the representation of male and female employees at different earning levels. The figures demonstrate the proportion of males and females in each pay quartile, with an average of either 73 or 74 employees per quartile.



Key Insights

- The gender distribution in the lower quartile is almost equal, indicating balanced representation at the lower pay scale.
- As earnings increase, male representation significantly rises while female representation declines.
- The upper quartile has the lowest percentage of female employees (13.70%), suggesting a gender disparity at higher pay levels.
- The overall workforce consists of 73.5% male and 26.5% female employees, with a disproportionate concentration of males in higher pay quartiles.

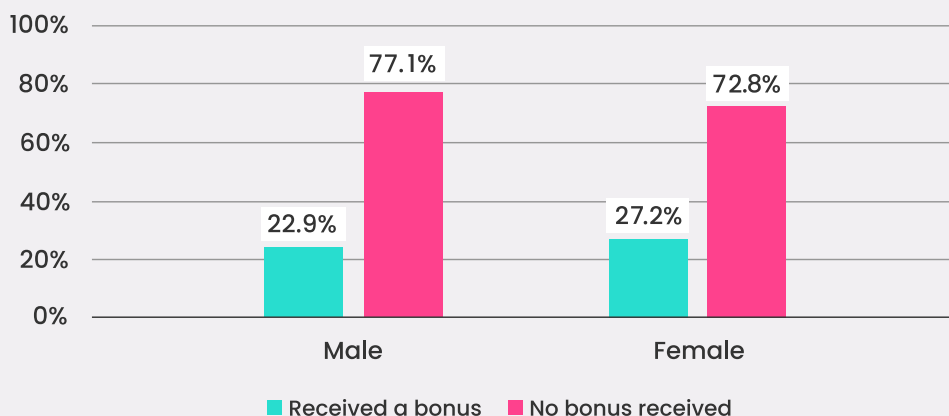
2024 Vs 2023

Although there has been a decrease in the total of employees, we saw the male proportion increase from 72% to 73.5% and the female representation decrease from 28% to 26.5% which indicates a slight decline in gender balance.

Whilst the female representation has reduced in the lower-middle (-1.48%) and upper-middle (-8.68%) quartiles, representation has increased by 3.7% in the upper quartile which demonstrates progress in senior-level gender diversity. However, males still dominate the higher pay brackets.

Although a nearly equal representation remains in the lower pay quartile. Females are underrepresented in higher earnings brackets.

Proportion of Employees Receiving a Bonus



During 2023-24, the standard company bonus scheme and policy was applied, which impacted a small portion of colleagues due to the criteria of their roles.

How We Will Make a Difference to Closing the Pay Gap

It is important to note that the gender pay gap does not necessarily indicate unequal pay for equal work, which is unlawful. Instead, it reflects differences in workforce representation across pay levels. Factors that may be influencing our gender pay gap:

- Representation in Senior Roles: a higher proportion of males hold senior positions, contributing to a higher average male salary.
- Occupational Segregation: females are more represented in lower-paid job functions, affecting overall pay distribution.
- Career Progression & Pay Development: differences in promotion rates, leadership opportunities, and access to higher-paid roles impact earnings over time.
- Bonus & Performance Pay Impact: certain roles are eligible for performance-based bonuses which are predominantly held by males, therefore affecting overall pay gap figures.
- Work Patterns & Flexible Roles: typically, more females work part-time or are in roles with flexible working arrangements, which can influence pay quartile distribution.

Digital Space recognise the importance of reducing the gender pay gap and are committed to fostering an inclusive and fair workplace. By taking the steps illustrated below, we aim to create a more balanced workforce and reduce gender disparities in pay overtime.



Annual Pay Review & Audit

- **Comprehensive Pay Audits:** Conduct detailed pay analyses to identify discrepancies and ensure fairness across all roles and departments.
- **Proactive Pay Adjustments:** Where unjustified pay gaps exist, review and align salaries while ensuring equitable access to benefits.
- **Fair Promotion Pathways:** Regularly assess pay equity and career progression frameworks to guarantee transparent and fair advancement opportunities.



Career Development & Progression

- **Leadership & Succession Planning:** Prioritise structured career development for female colleagues, ensuring greater representation in senior roles.
- **Mentorship & Sponsorship:** Launch a mentorship programme to connect emerging talent with senior leaders, fostering career growth and knowledge sharing.
- **Continuous Learning & Upskilling:** Offer ongoing training and leadership development to ensure all employees have equal opportunities to progress.



Improve Resourcing & Promotion Strategies

- **Standardised Hiring Processes:** Implement structured interviews with clear evaluation criteria to ensure unbiased selection.
- **Diverse Hiring Panels:** Encourage balanced representation in interview panels to mitigate unconscious bias.
- **Attracting Female Talent:** Strengthen recruitment outreach to increase female representation, especially in underrepresented functions and leadership roles.



People Focussed Workplace Culture

- **Inclusive Leadership & Accountability:** Ensure leadership actively champions diversity, inclusion, and equal opportunities.
- **Supportive Family-Friendly Policies:** Review family leave, flexible working options, and return-to-work support to create a family-inclusive workplace.
- **Workplace Culture & Awareness:** Embed diversity training, inclusive practices, and equal opportunity initiatives across all levels of the organisation.

This gender pay gap report is calculated on the pay as of 5 April 2024, as well as bonuses paid between 6 April 2023 and 5 April 2024. 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



Tim Emly
Chief Financial Officer

A handwritten signature in black ink, appearing to read 'Neil Muller', positioned above a horizontal dotted line.

A handwritten signature in black ink, appearing to read 'Tim Emly', positioned above a horizontal dotted line.



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.



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