

# Gender Pay Report 2021



Ideagen 

# Introduction

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**Ben Dorks**  
Chief Executive Officer

## A message from Ben...

At Ideagen, our best asset is our people. We are committed to building a diverse and inclusive workforce, enabling all of our people to thrive, regardless of gender, ethnicity or background.

We have seen rapid company growth in recent years and have exciting plans to continue this into the future. However, a critical part of our growing success is becoming a more diverse organisation with a truly inclusive culture, to help us innovate and deliver for our people, customers and investors. We are deeply committed to continuously improving the diversity and inclusion at Ideagen, inspiring an environment where all of our people are empowered to be their best, both professionally and personally.

In August 2021, I was extremely proud to welcome our first ever Chief People Officer, Louise Tommasi into the business. As part of my executive team, Louise plays a key role in empowering our teams to deliver our diversity and inclusion agenda by developing our people strategy to attract, retain and develop the best talent.

Although this report shows that we do have a pay gap in the business; I am reassured that this isn't a case of unequal pay for doing similar roles. When we look at the gap within the first three quartiles, the gap is less than 3%, in favor of women in first two quartiles.

Sadly however, in our industry, we still see a gender imbalance weighted in favour of men in more senior and technical roles. Our employee gender split has remained at similar levels to last years report, and while we recognise that this is reflective of the industry, we are committed to taking meaningful action at board level to address this gap.

We know there are no overnight fixes, but vastly improving this lack of representation matters to us and it is incumbent on us on a company to address those challenges and make a positive change.

**I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.**



**Louise Tommasi**  
Chief People Officer

## A message from Louise...

As Ideagen's first Chief People Officer, I am pleased to publish our 2021 Gender Pay Report. The report shows that there is still work to do to narrow our pay gap but I'm proud to launch our ambitious people plan for this year, noting our ambition and targets for addressing gender balance.

As a business, we have aspiring growth plans but fundamental to this is broadening and diversifying our talent pools, which we believe is more than just knowledge and skills, but the person behind the role too.

Our mean gender pay gap remains at a similar levels to last year, but we are absolutely committed to deepening our understanding of why we have these gaps, thoroughly analysing our workforce data for these particular areas.

In the next 12 months, we have set out an ambitious people plan, including the relaunch of our future careers schemes, talent processes and the launch of our diversity and inclusion strategy.

We really do put our people firmly at the top of our agenda and our approach to talent is to bring people into the business that have the same ambitions as us, with the potential to grow as we do. As part of this report, I am thrilled to share case studies from some of our fantastic female talent which truly underpins our ambitions.

In the last year, we have also seen a larger proportion of female hires in management or highly technical roles, including Head of UX and Head of Support. We hope that by continuing to embrace new practices, we will continue this upward trend and reach gender pay equality.

Finally, we continue to take the steps in the right direction but I am truly delighted to lead Ideagen's people strategy to be a force for positive change, making real and tangible differences into the future.

## 2021 Gender Pay Report Overview

### Calculating Gender Pay Gap



The mean gender pay gap is **27.29%**



The median gender pay gap is **25.74%**

### Calculating Gender Bonus Pay Gap



The mean bonus gender pay gap is **42.95%**



The median bonus gender pay gap is **2.99%**



The proportion of males receiving bonus payment is **18.52%**



The proportion of females receiving bonus payment is **16.13%**

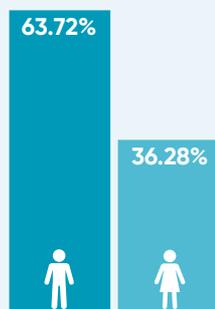
### Calculating Proportion of Males and Females in Quartile Pay Bands

#### Quartile Pay Bands by Gender

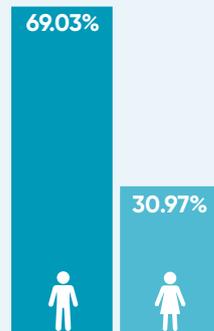
■ Males  
■ Females



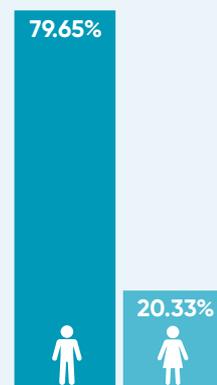
**Quartile Pay Band A**  
Lower Quartile Pay Band



**Quartile Pay Band B**  
Lower Middle Quartile Pay Band



**Quartile Pay Band C**  
Upper Middle Quartile Pay Band



**Quartile Pay Band D**  
Upper Quartile Pay Band

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# Case Studies

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## Bethany Pass – Technology Solutions Apprentice

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I joined Ideagen as a degree apprentice in October 2020, as the only female in the cohort of eight.

Since joining Ideagen I have been given the opportunity to experience three different teams within the Technology department to help me to expand my skillset and explore my career options. The mentoring I received from these teams was so useful to helping build my confidence and supporting my learning.

Not only has Ideagen supported my development within the workplace, it has also given me the opportunity to complete the Digital Technology Solutions (Software Engineer) degree apprenticeship at Nottingham Trent University. Completing this will give me the best chance possible to further my career in technology at Ideagen. I receive great support from the business including off the job hours, to ensure I have the time I need to complete my studies, alongside working full time.

Ideagen's flexible attitude to homeworking has allowed me to manage my time better and create a healthy work life balance. I also really appreciate Ideagen's community-centered culture which has given me the opportunity to get involved in a number of outreach projects. This includes working with Autism East Midlands to support a group of eight students in designing their own wellbeing application. I also played and continue to play a key role in the launch of Ideagen's Think Big campaign, which promotes apprenticeships as a route into employment, while hopefully encouraging more young women into tech careers.



## Clare Knee – Community Lead

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Although I am relatively new, I was attracted to Ideagen by the reputation it has within education as a company that really cares about young people and their futures. Even before I joined, Ideagen had participated in many years of careers and school activity in the community and it was important to me to join a respected and admired business that was known for making a positive change in this space.

As Ideagen grows, I know that myself and my role will grow too. I have a sense of a career plan and I know that myself and my role will grow as the business grows. Alongside a clear career development plan, I am learning how to operate globally and more strategically, which is rewarding and enabling. I attended the Ideagen leadership academy and have challenged myself and developed my skills as a result of that. I really enjoy knowing that we have lots of development opportunities I can take advantage of.

Since I started at Ideagen, I can't recall a single day that I have felt that my work life balance was becoming negatively affected. This makes it easier for me to manage my health, wellbeing and homelife as I can factor in gym classes or social activities or rests knowing that it is my time, which in turn makes me a happy employee as I am looking after myself and not heading for a burnout.

## Marie Riley – Head of Internal Audit & Risk

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One of the key attractions for me to Ideagen was the real understanding of my need to balance home and work life.

Being able to work part time alongside hybrid working has enabled me to support my family while pushing forward in my career journey. Ideagen is also culturally a fantastic place to work. I've been given the autonomy in my role to positively impact business processes and performance whilst having the support network around me to connect with on challenging areas.



# Action Plan

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Introducing a new grading framework that will provide a clearer career paths and support individual growth



Extensive salary benchmarking activity to understand how we are doing whilst identifying gaps that we need to plan for



Improving our talent process, so we know who our talent are and develop plans to bring out the best in them for the future



Redesign our future careers schemes to develop our own and provide opportunities to grow



Launch our diversity & inclusion strategy



Further develop our leadership programs.

