



Gender Pay Report 2021

Introduction

UKCloud was created with a passion to 'do the right thing' for the public sector, by delivering better services for citizens and better value for taxpayers. It provides a secure, scalable and cost-effective cloud platform to drive the digital transformation of public services in the UK. This platform is hosted entirely within the same secure facilities as Crown Hosting and operated by security-cleared experts in order to provide a safe and trusted environment for government workloads. UKCloud brings together previously disconnected datasets and systems to lay the foundation for greater use of digital technologies, such as AI, to create new insights.

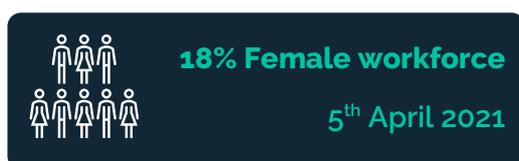
We are deeply committed to our values and beliefs and to increasing the opportunities for all. Creating an inclusive environment where our colleagues can thrive and build their own opportunities.

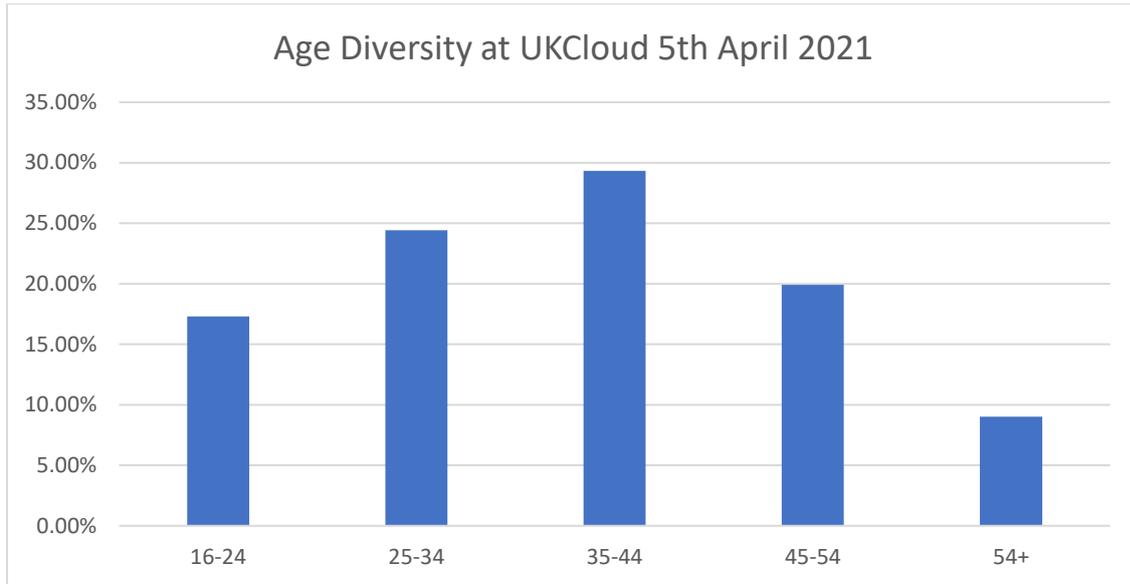
The company has been awarded the Ministry of Defence Employer Recognition Scheme Silver award in recognition for all its support of ex-military personnel which includes both male and female colleagues.

We are also proud to be long term supporters of STEM careers and young talent opportunities and have actively continued to grow our undergraduate and apprenticeship schemes. We believe these long-term strategies will play an important part in increasing female representation in senior STEM roles for future generations.

In 2021 we were delighted to become the first technology company in the UK to achieve the Social Value Quality Mark level 2 by Social Value Business, recognising the positive measurable impact that we create by doing the right thing and our approach to female representation in the workplace is no different.

This includes addressing the reasons for our Gender Pay Gap, uneven gender representation and why roles with higher pay and bonuses are male dominated. We recognise these are long-term challenges that we are committed to addressing.





For a long time the IT industry has been dominated by men. It's positive to be part of a global movement which is witnessing this slowly changing. That's why today I'm really pleased to be outlining the steps UKCloud is taking to reduce our gender pay gap and support female recognition across UKCloud.

Having said that we recognise that this is only a small achievement and there is more work to be done to close our gender pay gap. We as an organisation have to focus even harder on this important area to become the truly inclusive company we want to be.



Simon Hansford
Chief Executive Officer

Why we have a Gender Pay Gap

We regularly review equal pay across our organisation which gives us confidence that employees in similar roles are being paid equitably and the pay differences where they exist are not based on gender.

Although UKCloud has made some progress towards evenly distributing female representation across the 4 quartiles, there are still proportionately fewer women working in the 2 upper quartiles, although it is positive that the proportion of females in the first quartile has increased compared to the previous year. This imbalance continues to be present in our Mean and Median Gender Pay gap.

However we can see that in the 12 months preceding the snapshot date our median bonus pay gap has decreased in comparison to the 12 months prior. This is a reflection of those senior female colleagues receiving more performance related bonus in comparison to males.

The Action we are Taking

We are committed to building a diverse and inclusive working environment where everyone is accepted.

Our focus for the year ahead is the following:

Attraction & Recruitment

We want to be an attractive employer for women at all levels, whether they are joining us at entry level or as a senior member of staff. We have a clear equal opportunities policy ensuring we have diverse assessment panel for female candidates in the recruitment process.

Expanding Flexible Working

UKCloud is committed to providing a wider range of flexible working and hybrid working options to its staff and for new roles. We believe this renewed approach to modern working will make us an attractive employer, increase our talent pool and improve our colleagues' work life balance.

Developing a Long-term talent pool

Under-representation of women in STEM careers at an early age continues to hinder female representation at UKCloud. Since 2013 we have been offering and expanding our Early Careers programme offering both placement years and Apprenticeship opportunities to young talent and our future technology leaders.

Pay Reviews

We continue to be committed to reviewing pay and ensuring there is no pay disparity. We actively seek to identify and rectify any pay discrepancy and are confident there is no pay disparity in our organisation as a result of gender.

What the data shows

This is our fourth gender pay gap report and is prepared in accordance with legislation that came into force in April 2017, where UK Employers with more than 250 employees are required to publish their gender pay gap using a snapshot date of 5th April each year. In the first 2 years we voluntarily provided our Gender Pay Gap data, with the report for year ending 5th April 2020 being the first occasion the report was statutorily required. 2021's report is therefore UKCloud's second report which is statutorily required, given we continued to have over 250 employees.

We are pleased to report that our pay gap and bonus gap have decreased since the same time in 2020. We have seen an improvement in the distribution of females into more senior roles in UKCloud during the period, although we still have a larger percentage of females in the lower quartiles compared to the upper quartiles.

Declaration

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations. The information presented in this report is accurate with April 2021 as the reference for pay, and a 12-month period to 5th April 2021 for bonus.



William Ginn
Chief Financial Officer

Statutory Reporting: UKCloud Gender Pay Gap Report 2021

What is the gender pay gap?

The gender pay gap measures the difference between men's and women's earnings across the business by expressing women's pay as a percentage of men's pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

Key Definitions

Mean: the mean figure highlights the difference between the average of men's and women's pay at UKCloud.

Median: The median figure is the difference between the midpoints in the range of men's and women's pay.

Pay Gap	2021	2020
Mean	12.87%	15.22%
Median	4.3%	12.5%

Bonus Gap	2021	2020
Mean	-0.8%	-26.2%
Median	-7.9%	9.5%

Proportion who receive Bonus	2021	2020
Male	64.1%	84.2%
Female	52.1%	72.7%

Quartiles	2021		2020	
	Male	Female	Male	Female
Q1	81.8%	18.2%	85.9%	14.1%
Q2	85.1%	14.9%	85.9%	14.1%
Q3	80.3%	19.7%	84.4%	15.6%
Q4	80.3%	19.7%	76.9%	23.1%