



GENDER PAY REPORT 2019

We are the Multi-Cloud Experts

Dedicated to helping the UK Public Sector, UKCloud prides itself on delivering more choice and flexibility through safe and trusted cloud technology. The strength of UKCloud depends on our experts – our staff, who have highly specialist skills and vast industry experience.

UKCloud is deeply committed to our values and beliefs, and to increasing the opportunities for all our colleagues. We believe our success comes from the energy of our people and by creating an inclusive working environment where everyone can make a difference and give of their best and reach their potential.

Currently in the UK just [19% of students](#) in higher education studying Computer Science and Engineering & Technology are women. We recognise that shifting this imbalance will require significant industry and societal changes.

From our beginning in 2011, UKCloud has been actively investing in STEM education to support young talent pursuing these challenging and rewarding careers. We are partnering with a number of local schools to provide STEM insight days – we truly believe that these long-term initiatives seek to make significant positive impacts within the STEM labour markets. Furthermore, we continue to focus extensively on supporting our Early Careers Talent programmes resulting in intakes continuing to increase year on year.

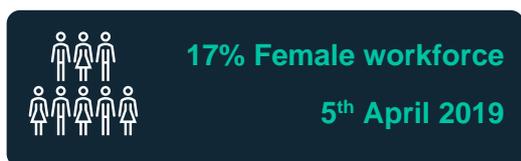
Additionally, our UKCloud Women in Technology networking group continues to gain momentum and be pivotal in supporting and facilitating discussion and idea generation for companywide initiatives.

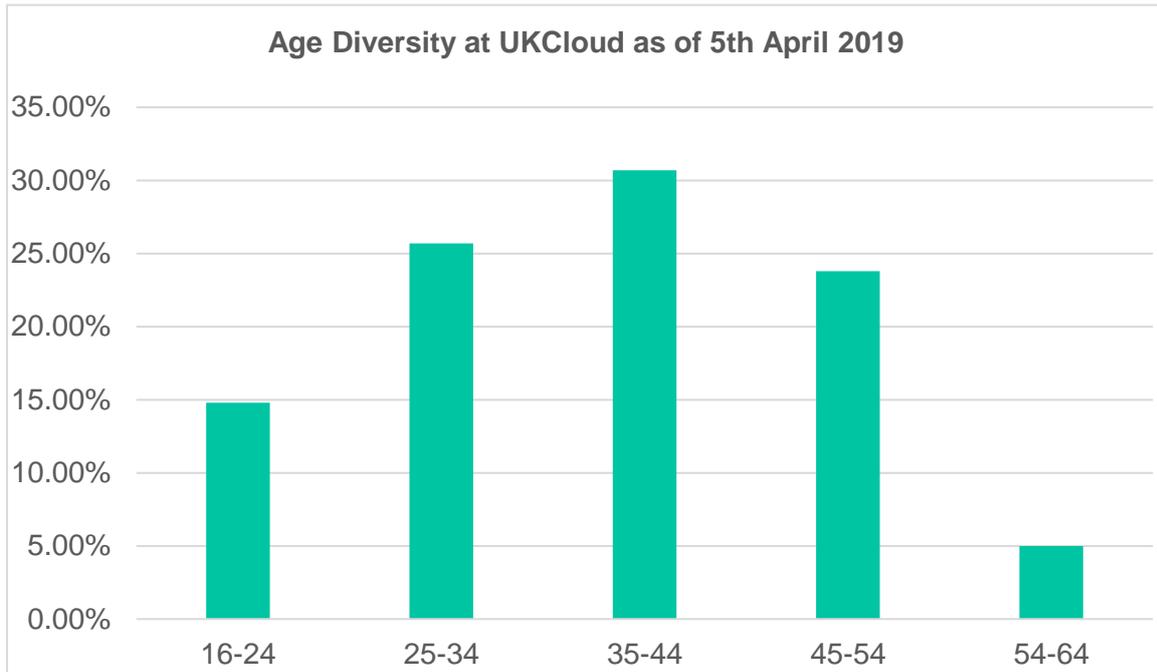
In 2019 we extended our range of Diversity initiatives to include for example:

- Hosting our first diversity week recognising the important role each one of our colleagues play in making UKCloud a stimulating and inclusive workplace
- Launching our Ex-military networking group in conjunction with being awarded the Bronze Award through the Defence Employer Recognition scheme; this group has replicated the success we continue to see in our women in technology group

UKCloud’s leadership team is committed to developing a learning culture for all colleagues, launching both the Mentoring and Personal Development Plan initiatives in 2019 that are open to all colleagues at UKCloud and we look to continue repeating these successes in 2020 and beyond.

Our ambition is finding the right talent for the right role for now and the future: people with the skills who buy into the company’s values and our commitment to the UK citizen, and who are comfortable with continually learning and shaping their careers.





Every year, we review pay and commit to ensuring there is no pay disparity. Through our yourVoiceMatters initiative we work with our employees to improve and implement diversity-friendly policies and flexible benefits to support well-being and career progression. We are committed to the provision of flexible working arrangements to support employees as they manage their work/life balance.

We believe people join UKCloud to make a difference to the UK Citizen and be part of our team environment. It is our colleagues' ideas and determination that runs through everything we do.



Simon Hansford

Chief Executive Officer

UKCloud Gender Pay Gap Report 2019

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

Quartiles: The quartiles (Q) table highlights the gender balance of men and women by pay quartile. With quartile 1 being the upper quartile and quartile 4 being the lowest quartile.

Pay Gap	2018	2019
Mean	16.87%	5.39%
Median	12%	10.9%

Bonus Gap	2018	2019
Mean	-0.2%	-13.4%
Median	27.8%	5.5%

Proportion who receive Bonus	2018	2019
Male	84.1%	82.4%
Female	82.8%	81.8%

Quartiles	2018		2019	
	Male	Female	Male	Female
Q1	91.1%	8.9%	84.3%	15.7%
Q2	82.6%	17.4%	90.4%	9.6%
Q3	82.2%	17.8%	82.4%	17.6%
Q4	80.4%	19.6%	80.4%	19.6%

Our Gender pay gap exists because we have differing proportions of men and women at different levels in our workforce and specific roles that attract higher pay and bonuses. We are working to reduce those differences over time, recognising this is a long-term challenge to address.

We have seen an improvement in female representation across senior roles at UKCloud between 2018 and 2019, and this is reflected in improvements in the mean gender pay gap and median bonus gap.

The mean bonus gap indicator is shown as negative, because the mean bonus for females in UKCloud is higher than for males. This is a reflection of having a high proportion of females in senior sales positions, where bonus payments tend to be higher.

UKCloud provides bonuses to all permanent members of staff regardless of their gender. The proportion of colleagues shown as receiving a bonus above is lower than 100% as a result of (1) members of our early careers programme, who are not eligible for performance related pay (2) our colleagues who joined in the period 01 January to 05 April 2019 not having received their first quarterly bonus until later in April 2019.

Being Inclusive

UKCloud has signed the UK [government's Tech Talent Charter](#), a formal statement of our commitment to inclusive recruitment and employment practices, and to show our support to our continued drive to develop, share and implement best practices.

UKCloud fundamentally believes in equal opportunities across the business and that men and women should be paid equally for the jobs across the Company. We will continue to review our policies and practices to ensure they are fair and offer our colleagues an environment where they can thrive and build great careers.

We commit to continuing our ongoing support and commitment to Women in Tech and bridging the digital skills gap.

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 19 as the reference for pay, and a 12-month period to 5th April 2019 for bonus.



William Ginn

Chief Financial Officer