

## Our 2018 Gender Pay Gap Report

### Daisy IT Services Ltd



Daisy aims to be a diverse and inclusive business and we believe our success depends on our people. Capitalising on what is unique about individuals, and drawing on their different perspectives and experiences, will add value to the way we deliver service to our customers and partners.

By accessing, recruiting and developing widely-diverse talent irrespective of gender we can gain an insight into different markets and generate greater creativity in anticipating customer needs.

We are constantly striving to create a productive environment, representative of and responsive to different genders, where everyone has an equal chance to succeed and we welcome the introduction of Gender Pay Gap reporting.

The summary charts below show:

- Our median and mean gender pay gap (based on hourly rates of pay at a snapshot date of 5 April 2018) and bonus and commission pay gap (based on bonuses paid over a 12 month period ending 5 April 2018);
- The gender distribution across 4 equally divided quartiles and
- The proportion receiving bonus or commission pay (based on bonuses paid over a 12 month period ending 5 April 2018).

We know we have some work to do to reduce the gender pay gap but we are committed to providing a fair workplace for all of our colleagues. Like many IT/telecommunications businesses, our gender profile means that we have a pay gap which reflects the number of men in senior roles and STEM roles compared to the number of women. We have 3 times more men than women in the business.

**Pay**

2017		2018	
Mean	Median	Mean	Median
18.3%	22.8%	20.5%	20.3%

**Bonus**

2017		2018	
Mean	Median	Mean	Median
43.4%	-1736.67%	56.3%	-149.8%

**Quartiles**

2017			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 90.5%; 9.5% Female	Male 88.3%; 11.7% Female	Male 91.7%; 8.3% Female	Male 69.3%; 30.7% Female

2018			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 90.8%; 9.2% Female	Male 88.5%; 11.5% Female	Male 90.8%; 9.2% Female	Male 72.7%; 27.3% Female

**Proportion of Males & Females Receiving Bonus**

2017		2018	
Male	Female	Male	Female
14.4%	15.3%	13.7%	20.1%

## Summary & commentary

- On average men are paid 20.5% more than women
- The median hourly rate for men is 20.3% higher than for women
- Whilst the mean gender pay gap has increased slightly from 18.3% to 20.5% there has been a welcome reduction of 2.5% in the median pay gap to just over 20%
- The split of quartiles and proportion of males and females receiving a bonus remained constant

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Cheryl Kent

A handwritten signature in black ink, appearing to read 'Cheryl Kent', written in a cursive style.

HR Director – Daisy IT Services  
March 2018