

As an employer with over 250 employees Data Installation & Networking Services Limited T/As Data Techniques is required to report on Gender Pay Gap by 4<sup>th</sup> April 2018, on both our corporate website and on the Government's online reporting service. All data is collected from a snapshot date of 5<sup>th</sup> April 2017.

In accordance with the regulations, certain sets of data are required to be published:

- Difference between the **mean** hourly rate of pay and bonus payments between male and female employees.
- Difference between the **median** hourly rate of pay and bonus payments between male and female employees.
- Proportions of male and female employees receiving bonus payments.
- Proportions of male and female employees in each of **four equal pay quartiles**.

The results for Data Techniques are as follows:

Mean gender pay gap:	<b>14.3%</b>
Median gender pay gap:	<b>13.1%</b>
Mean bonus pay gap:	<b>48.4%</b>
Median bonus pay gap:	<b>49.7%</b>
Proportion of male employees receiving bonus payment:	<b>9.2%</b>
Proportion of female employees receiving bonus payment:	<b>20.0%</b>

The latest data available for 2016, from the Office for National Statistics shows the national median gender pay gap is 18.1%, whilst the median average for the information and communication industry sector is 19.6%.

The proportion of male and female employees in each of four equal pay quartiles are as follows:

	Lower	Lower Middle	Upper Middle	Upper
Male	<b>75.9%</b>	<b>75.5%</b>	<b>81.5%</b>	<b>92.5%</b>
Female	<b>24.1%</b>	<b>24.5%</b>	<b>18.5%</b>	<b>7.5%</b>

The following statement accompanies this data:

*"Data Techniques is committed to ensuring that all employees receive equal pay for equal work regardless of gender. Both male and female employees are treated equally on appointment and throughout their careers at Data Techniques. We are pleased to report a median pay gap that is below both the current national and industry sector rates and we will aim to continue this trend in future years".*



**Ian Crockford**  
Chief Executive Officer