

Gender Pay Gap 2021

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Introduction

Gender Pay Gap Report 2021

Over the last few years, we have been publishing our gender pay gap report according to the requirements of The Equality Act 2009 (Gender Pay Gap Information) Regulations 2017. We have seen a steady improvement in our gender pay gap. This shows that the actions we are continuing to take are working. We will continue to strive to close the gap.

What is Gender Pay Gap?

Gender Pay Gap is the relative difference in the average pay of women and men in the organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. This should not be confused with equal pay which is the legal requirement to pay men and women the same for equal work.

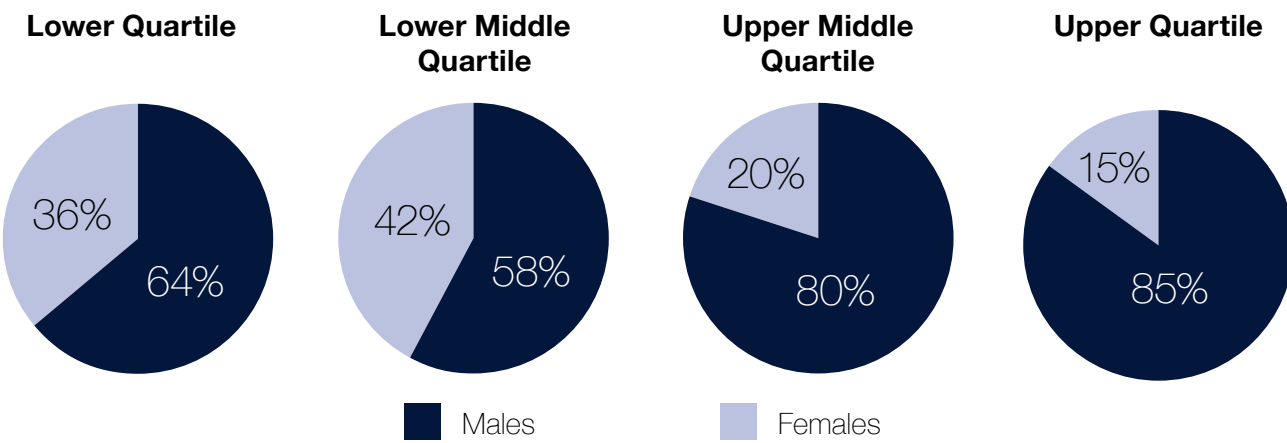


Overview

- Decrease in GPG compared to last year (both mean and median)
- Decrease in mean GPG since we started reporting in 2018

Gender Pay Gap		
Pay Gap	2021	Diff to 2020
Mean	20.6%	0.2%
Median	26.2%	1.5%

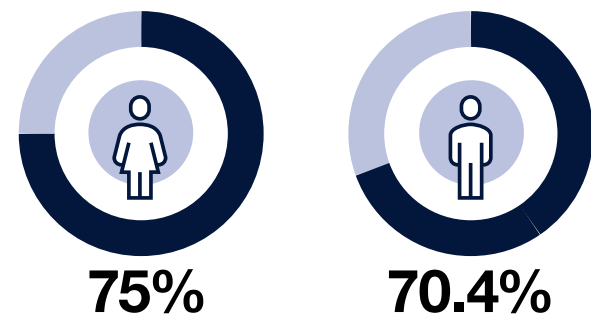
Gender split



Bonus

- Mean bonus GPG is 50.7%
- Median GPG is 83.8%
- 2 Grade difference in average bonus eligible male vs female
- Bonus paid for lower grades in Feb 21 is skewing the data

Bonus Pay Gap		
Bonus Gap	2021	Diff to 2020
Mean	50.7	5.8%
Median	83.8	36%



Inclusion

Our D&I initiatives play an important role in championing and empowering women

The Women's Business network and POWER are focused on supporting women in the workplace and building confidence among the female population. Our target is to have at least 30% women at all levels.

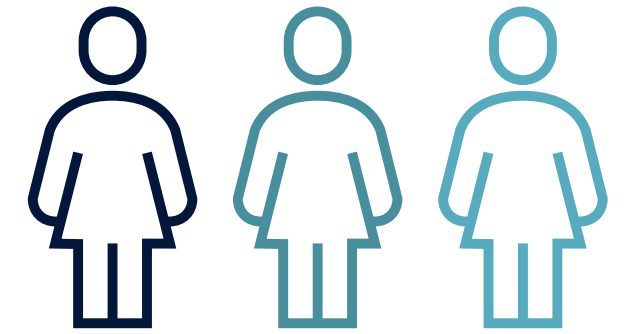
The Girls' Network
Unlimited futures for all young women



Our participation in the 30% club in addition to our internal mentoring scheme allows our females to have exposure to external mentors which can enhance their careers and help build a strong pipeline of future leaders.

Do Diversity

- NTT DATA UK launched its DoDiversity campaign in September 2020 to encompass a wide range of activities promoting diversity and inclusion in collaboration with NTT DATA networks, partners and charities and have participated in following Schemes/initiatives:
 - Women in Cable Telecommunications (WICT), which NTT DATA UK sponsors alongside Virgin Media, and which provides a supportive network for women in the industry through podcasts, learning resources, and events.
 - Reverse mentoring –a scheme whereby junior and younger members of staff become mentors for more senior colleagues.



- Last year, NTT DATA UK sponsored 30 women to take part in the route2work digital academy scheme to learn core Microsoft skills. These women graduated from the academy in December and some went on to receive job offers from NTT DATA UK.
- Tech Academy: NTT DATA UK runs a Tech Academy to train a diverse group of people, including those without degrees, who might previously have been unable to secure a job in tech. Participants have included those returning from career breaks as well as people from completely different sectors.
- Since then NTT DATA UK saw a 33% increase in the percentage of female applications to the company.
- From 2020 to 2021, the company has also seen a 55% increase in the percentage of female hires.
- NTT DATA UK ranked 4th in the UK IT services industry in the Financial Times Diversity Leaders report for 2021, having progressed five places compared to 2020.
- NTT DATA UK recently signed the Microsoft Partner Pledge which furthers its commitment to diversity and inclusion alongside sustainability and tackling the tech talent shortage.





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