



**Air IT<sup>®</sup>**

**GENDER PAY GAP REPORT**

**SNAPSHOT DATE 6 APRIL 2024**



# A MESSAGE FROM OUR CEO

**Welcome to Air IT's second Gender Pay Gap Report. I'm pleased to share the progress we've made from our first report in 2023, and our plans for the future.**

The Executive Leadership Team at Air IT fully recognises the strength and value of a diverse and motivated workforce. Along with the Board, I am very committed to the initiatives and practices we have in place to ensure we create and sustain an organisation where there is equal opportunity and reward for everyone. We want Air IT to always be considered a place that people love to work.

As a fast-growing and innovative business in the technology sector, we depend on the skills and experience of our people to make a difference for our customers. We value the contribution of all our staff and recognise the impact that diverse perspectives and experiences play in engaging with our customers, colleagues and stakeholders.

Securing the right skills continues to be a challenge in the UK technology sector, but we will continue to create an environment that attracts great people and helps us to continue to grow.



**Barney Taylor**  
CEO, Air IT





# HOW WE'RE ADDRESSING THE GAP

## **Air IT is committed to equal opportunities and equal treatment for all our employees.**

As one of the top IT Managed Services Providers in the UK, we are aware of the low representation of women in our workforce and sector. We are continuously working to attract and develop great female talent, making IT an attractive career option for everyone. Having a skilled and talented team is fundamental to our future success.

As of the snapshot date in April 2024, Air IT employed 452 people, of which, 432 were considered "relevant" for this Gender Pay Gap Report. Of these relevant employees, we had 88 Female Employees, and 344 Male Employees. We are continuing to take steps to address the gender imbalance in our organisation.

## **We recognise to fully eliminate the Gender Pay Gap, sustained effort in a variety of areas is required.**

Since our first Snapshot Date in April 2023, we've introduced a number of initiatives to help progress the careers of our Female Employees and close the Gap.

We launched the Elements Club, a Women in Tech club open to all Female Employees of Air IT. This club offers peer support, motivational speakers, and sessions on both self-development and career development to members.

To better meet the needs of our employees through our benefits offering, we introduced Full Pay Family Leave for those taking both Maternity and Paternity Leave. This was based on a suggestion from our Diversity and Inclusion employee resource group, to enable new parents to better balance their careers and family life.

We welcomed more women to Leadership Roles within Air IT in 2024, including our Interim CFO and Chief People Officer. This has continued throughout 2024 and into 2025, with more women taking on leadership roles in our Service Desk teams, and Heading our Business Operations, Marketing, and Facilities teams.

# HOW WE CALCULATE THE GENDER PAY GAP

## Mean and Median Calculations

In line with the legislative requirements, we assess female and male salaries in reference to the Mean and Median.

The Mean figure takes the sum of all Female Employee salaries or bonus earnings, then divides this figure by the total number of Female Employees. The same process is then repeated for Male Employees, and the two figures are compared.

The Median figure is calculated by listing all Female Employee salaries or bonus earnings in ascending order, then the middle figure in the list is identified. The same process is then repeated for Male Employees, and the two figures are compared.



## Relevant Employees

In line with the legislative requirements, we need to determine whether the individuals on our payroll are considered “relevant”. This means they are true employees, and are in receipt of full pay on the snapshot date.

On the snapshot date, we had the following individuals on our payroll:

432 at Work, on full pay

11 on reduced-pay Sick Leave

3 on reduced-pay Maternity Leave

3 on Unpaid Leave

3 Non-Executive Directors

0 on reduced-pay Paternity or Adoption Leave

This gives a total of 452 individuals.

# THE MEASURES

## Our Measures on 6<sup>th</sup> April 2024

Gender	Total	% of Employees
Male	344	79.63%
Female	88	20.37%



**22.97% of male staff received a bonus**



**21.59% of female staff received a bonus**

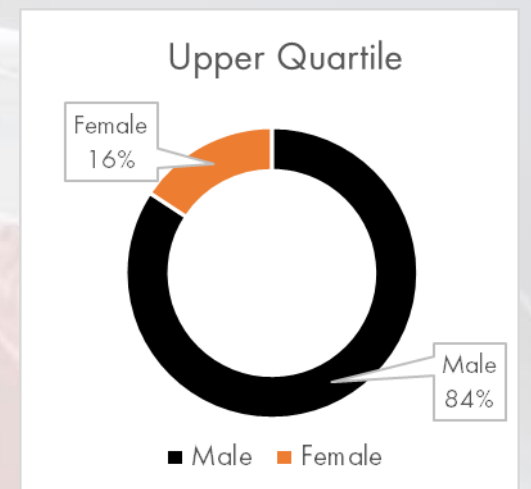
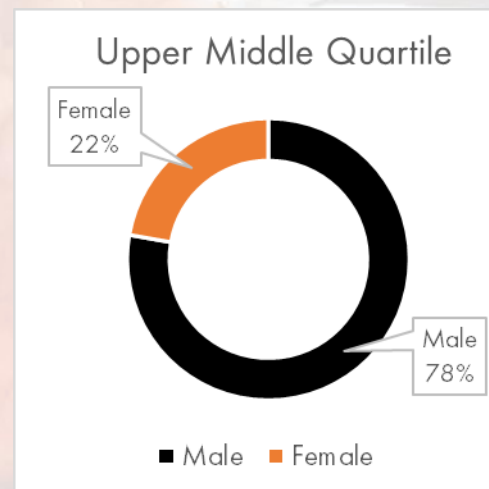
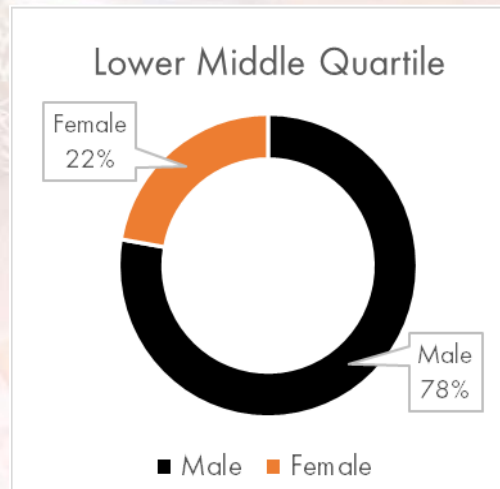
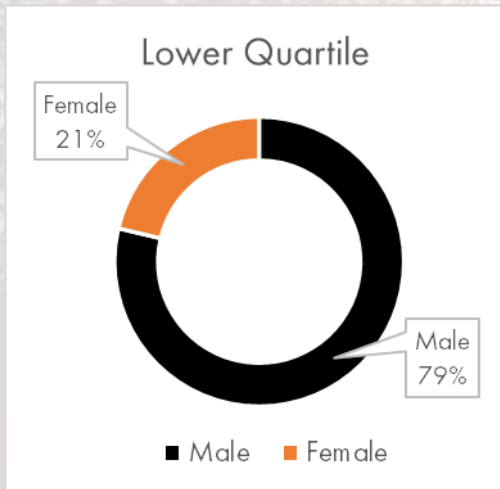
Median Salary Gap  
**2.87%**

Mean Salary Gap  
**9.92%**

Median Bonus Gap  
**-55.77%**

Mean Bonus Gap  
**53.83%**

## Pay Quartiles





# COMPARING 2023 AND 2024

## We're committed to continually reviewing our progress on closing our Gender Pay Gap

This Gender Pay Gap Report is the second we've published at Air IT, so it's good to review the changes that have been made between our snapshot dates in 2023 and 2024.

- We have had a slight reduction in the percentage of relevant Female Employees between 2023 and 2024. Despite this, our measures have improved overall.
- All Median and Mean gaps have reduced since 2023, with the Median Bonus Gap having the most dramatic increase, with Female Employees' Bonus Earnings being significantly higher than Male Employees.
- The proportion of Female Employees are becoming more proportionate across all Quartiles. There are fewer Female Employees in the Lower Quartile, and an increase in the Upper Quartile. This is mainly due to the addition of more Female Leaders within Air IT between 2023 and 2024.

Measure	Female 2023	Male 2023	Female 2024	Male 2024
Relevant Employees	69	259	88	344
Percentage	21.04%	78.96%	20.37%	79.63%
Earned Bonus	27.54%	24.71%	21.59%	22.97%
Lower Quartile	23.17%	76.83%	21.30%	78.70%
Lower-Middle Quartile	20.73%	79.27%	22.22%	77.78%
Upper-Middle Quartile	25.61%	74.39%	22.22%	77.78%
Upper Quartile	14.63%	85.37%	15.74%	84.26%

Measure	2023	2024
Median Salary Gap	3.88%	2.87%
Mean Salary Gap	18.73%	9.92%
Median Bonus Gap	88.13%	-55.77%
Mean Bonus Gap	56.91%	53.83%



***Air IT***<sup>®</sup>

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