

Gender pay gap report

Intelligent Office UK (IO), the leading provider of PA, document production and back office administrative services to the UK legal market, has published its gender pay gap data. The company is delighted to announce a performance that outperforms the average reported gender pay gap to date.

The Chartered Management Institute (CMI) and XpertHR salary survey have independently suggested that the average pay gap reported to date has favoured male employees by circa 26.8%. IO's median pay gap is 13.3% in favour of women and its mean pay gap is 9.7% in favour of women.

Rachel McCorry, IO's Chief Executive said:

"Our results demonstrate that we have successfully closed the gender pay gap, which does not come as a surprise. What has always mattered to us is harnessing the talent of every person working within the business and giving our employees every opportunity to succeed so that they can give our clients the very best service. Our clients want to be supported by a provider that takes matters such as gender equality, data security and service quality as seriously as they do. That's why they work with IO!"

This year, under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK companies with more than 250 staff have to report on their gender pay gap. This includes publishing the median and mean differences in pay and bonuses between male and female employees.

IO employs over 750 people of which 25% are male and 75% female. Originally founded by Margaret McPherson in 2001, IO's board composition is 33% female. In terms of management and team leader roles, 77% are held by women.

More than 50% of people in management roles at IO have been promoted since joining the business.

In 2015, IO's commitment to employee development and empowerment, staff recognition and reward, continuous improvement, and leadership, once again secured Investors in People (IIP) Gold accreditation, the highest level of recognition available at that time. IO is currently working through the accreditation process for the newly created IIP Platinum standard.

Other recent highlights from IO include attaining ISO 27001 certification from the BSI for their onshore shared services centres, home to both off-site document production services and its head office.

In addition, IO began delivering onsite document management services to the Solicitors Regulation Authority's 600 employees in November 2017. Alongside the SRA, IO won two new clients at the end of 2017; Shearman & Sterling and a UK Top 100 law firm, as well as retaining longstanding London law firm, Farrer & Co for a third contract term.

Gender pay gap data as at 5th April 2017

Pay and bonus gap

	Mean	Median
Hourly pay	-9.7%	-13.3%
Bonus	-30.9%	-25.0%

Proportion of employees receiving a bonus

	Male	Female
Bonus pay	10.3%	11.9%

Pay quartile information

	Lower quartile	Lower middle	Upper middle	Upper quartile
Male	31.0%	23.0%	34.0%	16.0%
Female	69.0%	77.0%	66.0%	84.0%

I, Rachel McCorry, Chief Executive Officer, confirm that the information in this statement is accurate.

