

GENDER
PAY GAP
REPORT

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2020
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open gi

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2020

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Introduction

Gender Pay Gap

Open GI remains committed to promoting and supporting a diverse and inclusive workforce that values individuals for their talent and potential, regardless of gender. We firmly believe that compensation should be based on what employees do, not who they are or how they identify. It goes without saying, however, that Open GI's approach to people extends far beyond gender equality. There is a deep respect for people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We know that our success is the result of the hard work of our employees who possess a wide range of skills. We are proud to continue to contribute towards making the world of work an inclusive and equitable place.

Open GI fully supports the Government's legislation, which requires employers with more than 250 employees to publish their gender pay gap and we see many benefits in the creation of a more transparent culture of gender equality.

This report sets out our key gender pay data and gives you more information about any changes experienced between this and last year's report, as well as setting out our broad and positive approach to attracting, rewarding and recognising talent.

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Key Gender Pay Data

Gender Pay Gap

Our data has been prepared in line with the Equality Act 2010 (Gender Pay Information) Regulations 2017 and the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017.

The snapshot data for salaries is 5 April 2020.

The period used for calculating the bonus pay gap is 6 April 2019 to 5 April 2020. As at 5 April 2020, there were 456 workers of which 427 were categorised as “relevant employee”.

Four-hundred-and-twenty-seven employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.



456

Relevant
Employees

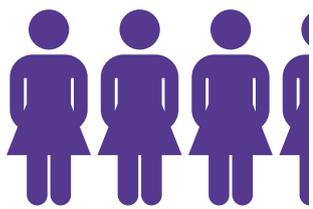
427

Full-pay Relevant
Employees

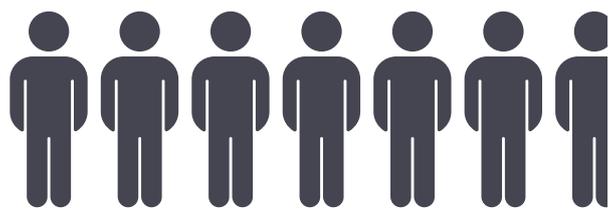


Understanding our Pay Gaps

We know that typically the Information and Communications sector employs more men than women and this also applies to Open GI. Here, the gender split was 67 per cent males and 33 per cent females as at 5 April 2020.



33%



67%



Mean and Median Pay Gap

Our mean and median pay gaps continue to remain significantly lower than other companies in our industry. We recognise that we do have a small gender pay gap and believe that this exists because jobs pay differently and the number of people doing these jobs varies.

Our gender pay gap has increased by 1.3 per cent compared to last year, increasing from 10.6 per cent to 11.9 per cent. The median gender pay gap refers to the percentage difference between the midpoint female and midpoint male, and so this is more open to fluctuations year-on-year. We can see that, compared to last year, we have a higher proportion of females in Quartile B and a lower proportion in Quartile C. These changes have contributed to where the mid-point pay sits with our female employees.

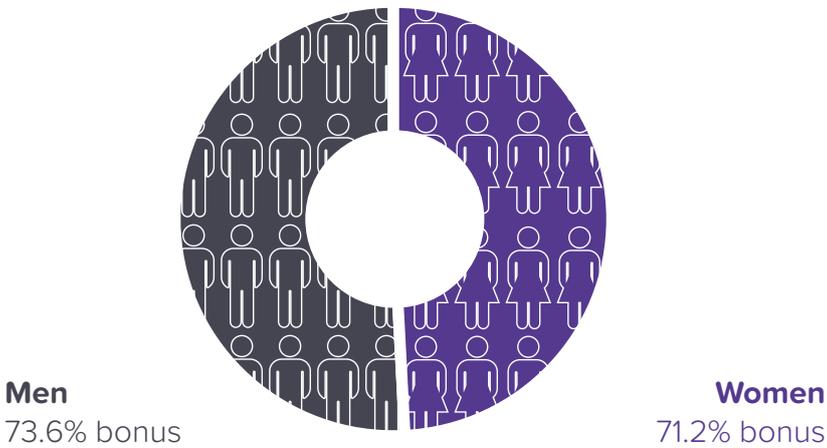
Whilst our median pay gap remains low and smaller compared to our comparators, we know there is work to be done to improve this, including looking at ways to encourage more females into roles in Quartiles C and D, either through recruitment or internal promotion.

Despite this small increase in the gender pay gap, it is important to note that having a small gender pay gap is different to having any kind of equal pay issue which refers to differences in pay between men and women for doing similar jobs. We pride ourselves on being an equal opportunities employer and celebrate the fact that we have women represented at all levels of our business.



Mean and Median Bonus Gap

The proportion of males and females receiving a bonus payment:



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Our tables and pie chart show our overall mean and median gender pay gap, based on hourly rates of pay as at the snapshot date of 5 April 2020, and bonuses paid in the year to 5 April.

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Our mean bonus data shows a gap of 13.1 per cent, which is slightly bigger than last year. We believe the reasons for this include:

1. There has been a focus on recruiting more senior technical roles across the business (Quartile C) and this generally attracts more male applicants.
2. Bonus is based on a percentage of an individual’s wage and a larger payment of 50 per cent - compared to 35 per cent in the previous year - of the bonus entitlement was paid. Whilst larger bonus payments were paid at all levels, the bonus gap is larger because we now have more males in Quartile C compared to previous years (63.3 per cent in 2019, compared to 70.1 per cent in 2020).

The mean bonus pay gap of 13.1 per cent, with an absolute difference of £308.71 is significantly lower than comparable organisations in the private sector and in the Information and Communications sector.

13.1%
£308.71

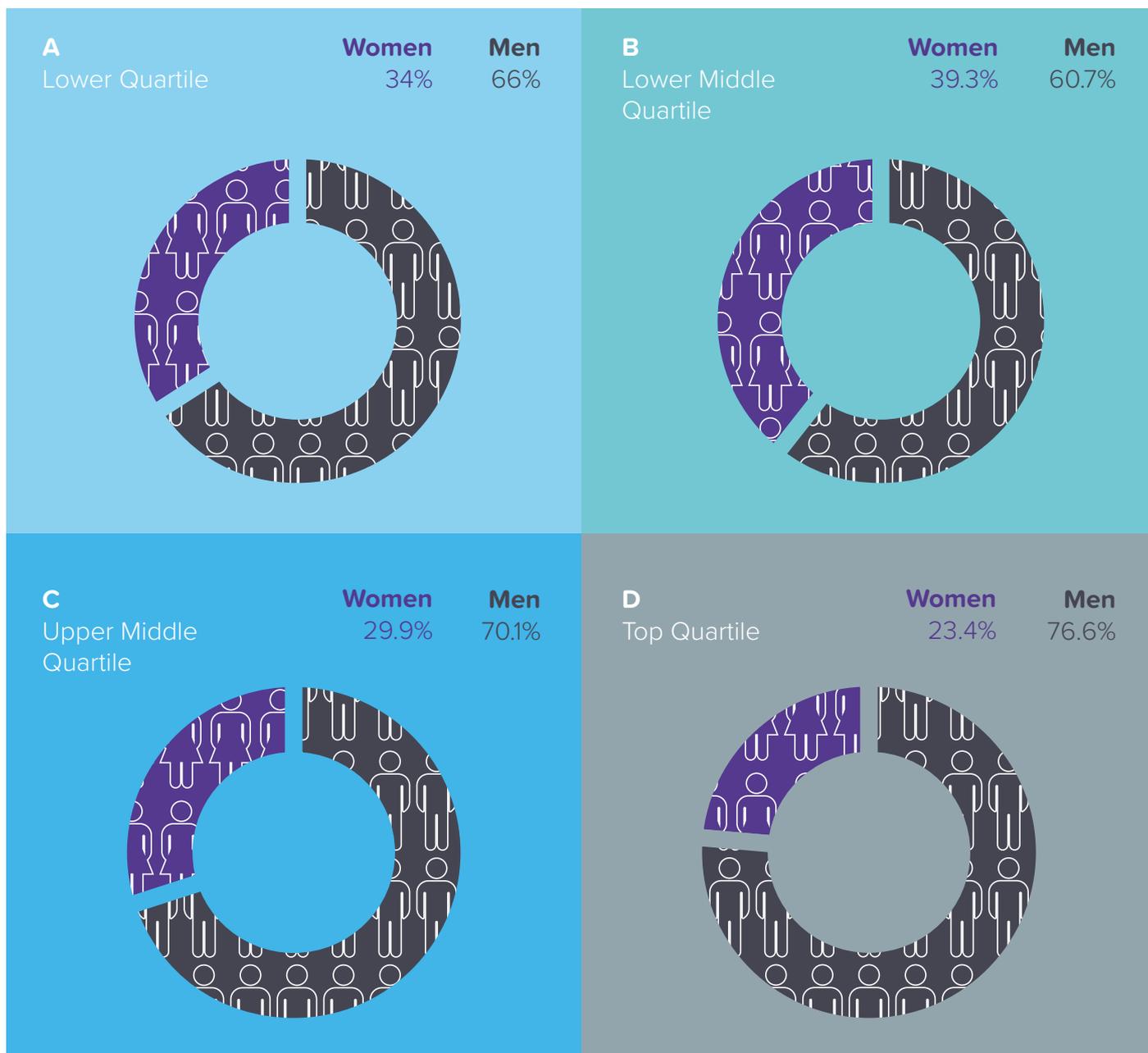
The median bonus gap is 1.7 per cent, with an absolute difference of £10. This is also significantly lower than comparable organisations in the private sector and in the Information and Communications sector.

1.7%
£10

Most employees, regardless of their gender, were entitled to participate in the discretionary company bonus scheme which operated according to company performance. There is no gender bias applied to the schemes that exist in Open GI. Reasons for exclusion from the bonus scheme include TUPE protection, probation periods and resignation.

Pay Quartiles

The proportion of males and females in each pay quartile is:



The gender split at Open GI is 67 per cent male and 33 per cent female, and the proportion shown in Band A is representative of this. The number of female employees in Band C has decreased by 6.8 per cent since last year and increased by 5.4 per cent in Band B. The types of roles we have in Band C are generally more senior technical roles, which tend to attract more male candidates.

Open GI is a more equal environment than the majority of comparable organisations, especially considering that our sector is one which typically struggles to achieve gender equality. We are committed to continue undertaking business in such a way that eliminates gender barriers and glass ceilings.

What we are Doing

Open GI is committed to promoting an even more diverse and inclusive culture where every employee feels welcome, able to be themselves with equal opportunity to contribute and grow.

We are increasing our focus on attracting more women to apply for roles within Open GI and will do this via a range of initiatives. These include building links and networks with communities that support women working in technology, reviewing our recruitment processes to ensure that our vacancies attract women as well as men and to minimise any unconscious bias during recruitment and selection.

Following the Covid-19 pandemic, we will be introducing more flexible ways of working when we return to the office. This will provide more flexibility to our employees around where they work which, we believe, will encourage a wider pool of talent to join Open GI.

Open GI promotes equality and is committed to valuing people for their contribution, and not their gender identity or any other protected characteristic. There is still more we can do - and we are currently developing a programme of initiatives to help improve equality, diversity and inclusion. This includes a review of our HR policies, procedures and processes to ensure they do not inadvertently discourage females from working with us.

Improvements to our gender pay gap may take time, but we are committed to taking action to encourage more women to join us at all levels and to ensure they feel valued and heard.

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There is still more we can do, and we are currently developing a programme of initiatives to help improve equality, diversity and inclusion at Open GI.



Simon Badley
Group CEO

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