

Open GI Ltd

Gender Pay Gap

---

2018

---

# Contents:

Introduction	3
Key gender pay data	4
Understanding our pay gap	5
Mean and median pay gap	6

# Introduction

## Gender pay gap

Open GI understands the importance of having a diverse and inclusive workforce that values individuals for their talent and potential, regardless of whether they are a man or a woman. It goes without saying, however that Open GI's approach to people extends far beyond gender equality. Open GI has a deep respect for its people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Our business success is all about our people and the unique set of skills each one brings to us. We are proud to be able 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.

## Key gender pay data

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 date for salaries is 5 April 2018.

The period used for calculating the bonus pay gap is 6 April 2017 to 5 April 2018.

As at 5 April 2018 there were 444 workers of which 439 were categorised as “relevant employees”.

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



**439**

Relevant employees



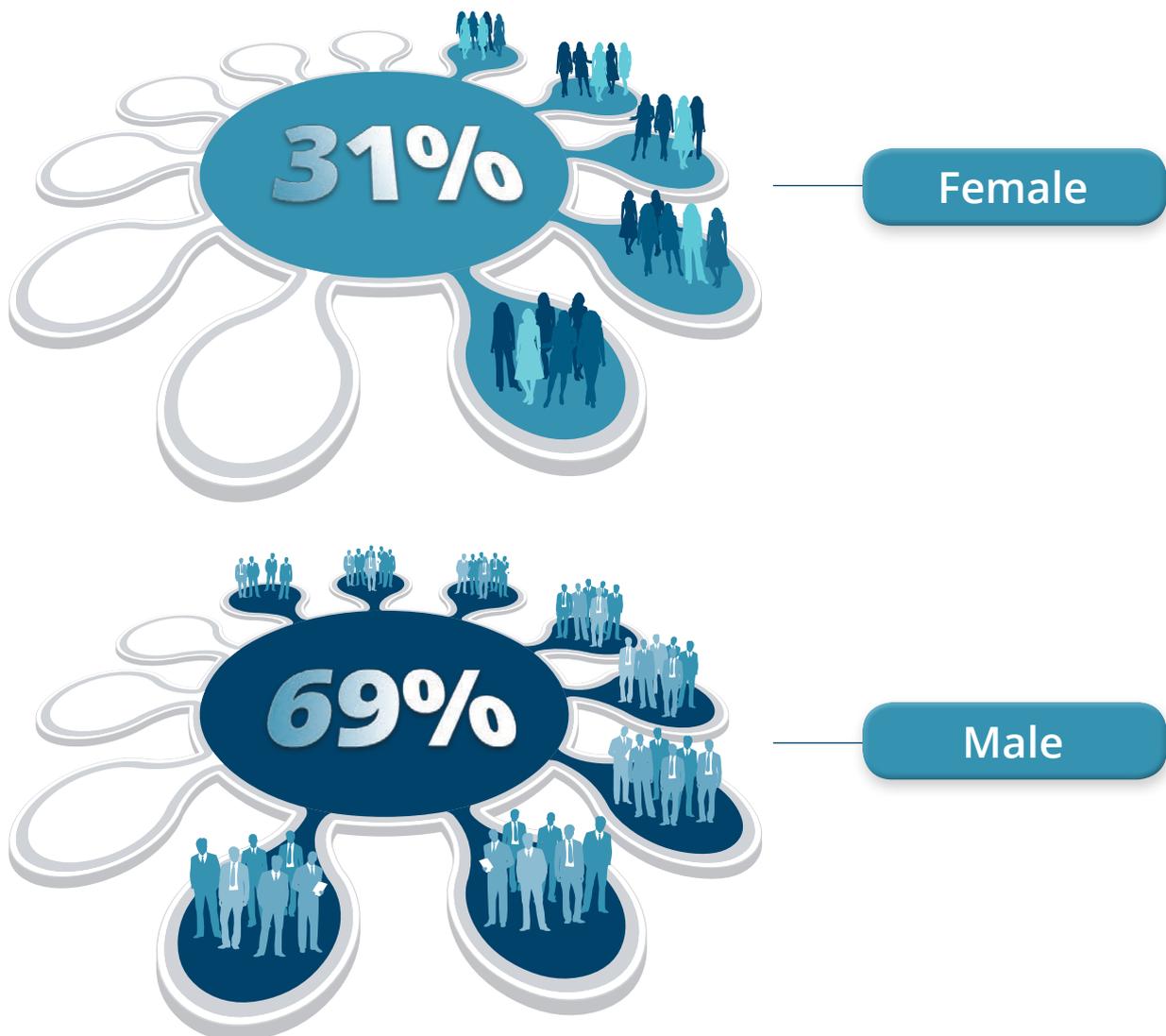
**432**

Full-pay relevant employees

## Understanding our pay gaps

As is typical in the Information and Communication (IT) sector, Open GI employs more men than women, with a split of 69% males and 31% females as at 5 April 2018. This demographic split is broadly reflected (within 5%) across the different pay quartiles showing that we generally reflect our employee demographic across all of our roles.

It is however, important to note that due to the acquisition of a business in August 2017, we now employ 3% more males than we did in April 2017.



## Mean and median pay gap

Our mean & median pay gap remain very low compared to other companies in our sector. Our small gender pay gap exists because jobs pay differently and the number of people doing these jobs varies.

As already mentioned, Open GI acquired a business in August 2017 and this changed the proportion of men and women who work at Open GI and also changed the number of people of male and female gender working at different levels of seniority in the business.

This means that whilst our gender pay gap is still very low, it has increased compared to last year as we inherited around 80 employees and the proportion of those working at a senior level whilst also being male, also increased.

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.

It is still worth noting that whilst our pay gap is larger (but still very low relative to other companies), we have more men than women at a senior level, but that the proportion is reflective of the overall gender split of our employees at Open GI.



**£2.27**

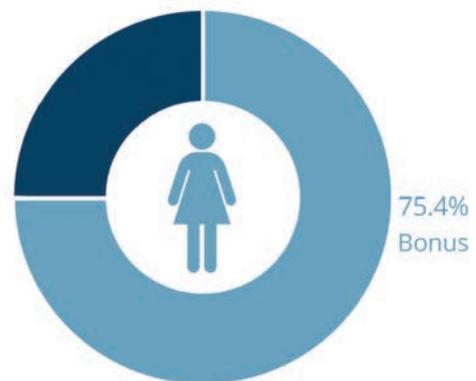
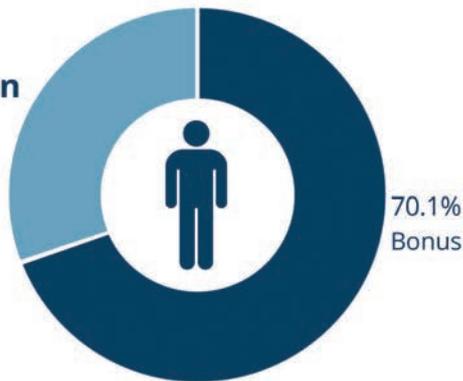
Mean pay gap



**£0.69**

Median pay gap

The proportion of males and females receiving a bonus payment



Our tables show our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April.

Our mean bonus data shows a gap of 49% which is larger than last year and specifically relates to a number of bonuses which were paid as part of contractual arrangements related to the acquisition of the business we acquired in August 2017.

These inherited contractual arrangements directly impacted our bonus data for 2018.

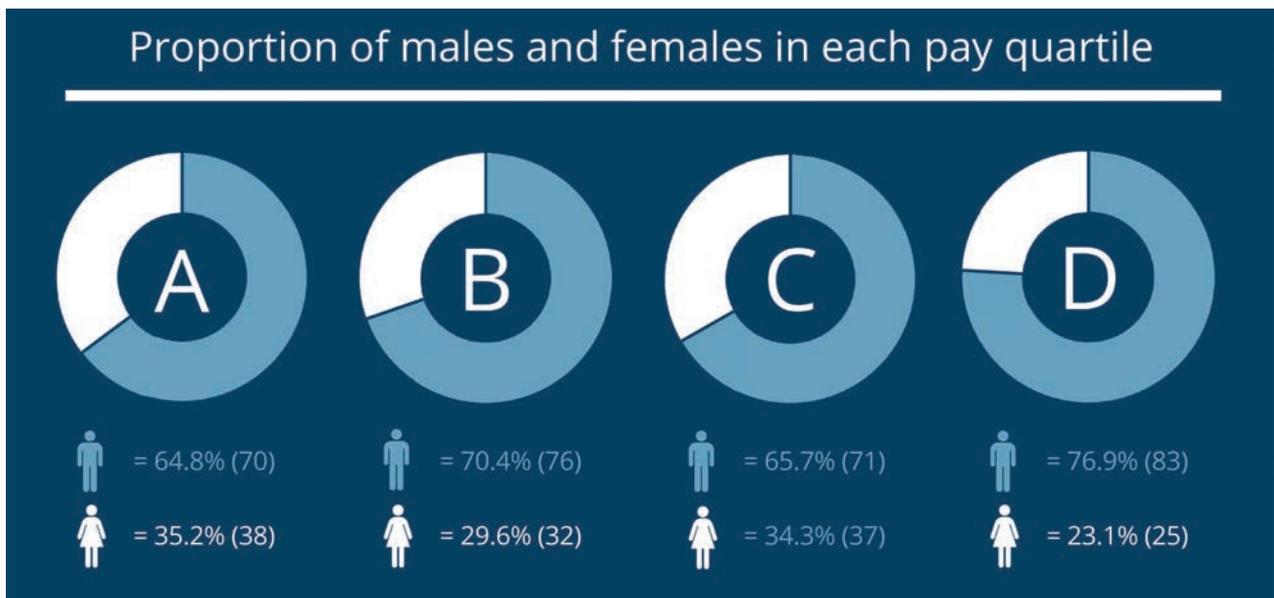
The median bonus pay gap decreased compared to last year and was **significantly lower** than comparable organisations at -2.7% (£10.50). This demonstrates the exceptional impact of the mean bonus pay gap that exists in 2018 due to our acquisition activity and the bonuses associated with them.



**-2.7%**  
£10.50

For the majority of our employees (excluding those paid a bonus specifically linked to the acquisition in August 2017), our bonuses were paid depending on the role an individual performed in the year with some receiving monthly and quarterly payments and others participating in an annual discretionary bonus scheme.

Most employees, regardless of their gender, were entitled to participate in the discretionary company bonus scheme which operated according to company performance and personal performance against clear and SMART objectives. There is no gender bias applied to the schemes that exist in Open GI Ltd and this is positively reflected in our pay gap results. Some employees do not have the contractual entitlement to participate in the bonus scheme due to TUPE legislation as a result of the acquisition in 2017.



Open GI Ltd is pleased to report that it 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 continuing to do business in such a way that eliminates gender barriers and glass ceilings.

**In everything we do, we want to promote equality and the importance of valuing people for their contribution, and not their gender identity or any other protected characteristic.**



Chris Guillaume, Group CEO



**Address**

Buckholt Drive, Warndon, Worcester, WR4 9SR

Visit: [www.opengi.co.uk](http://www.opengi.co.uk)

Open GI Ltd is a trading name of Open International Limited.  
Registered in England No: 1519547 Registered address: Buckholt Drive, Warndon, Worcester, WR4 9SR  
VAT Registered No: GB 100 1915 77

© Copyright Open International 2018