



# Gender Pay Gap Report 2020

openreach

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# Introduction from Clive Selley

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Top Apprenticeship Employers –  
private sector 2020

## #4

Top Apprenticeship Employers –  
all sectors 2020

## #15

The Sunday Times 25 Best Big  
Companies to Work For 2020



Striving for diversity isn't just the right thing to do, it's also good for business. Our organisation is stronger when we employ and include the voices, perspectives and experiences of people who reflect the huge diversity of the communities we serve. This is how we drive innovation, increase our access to skills and deliver a brilliant employee and customer experience. Building an organisation where everyone can thrive and be at their best, regardless of their background and experience, is the best way we know to do business and be a top employer.

**Clive Selley**  
CEO – Openreach

At Openreach, we're committed to creating a culture of inclusion, equality and diversity.

In 2020, we were proud to come 15th in The Sunday Times 25 Best Big Companies to Work For and having developed a world-class apprenticeship programme – to place #4 in the Top 10 Apprenticeship Employers in 2020, and #1 in the private sector.

I'm proud of the progress and steps we're taking to make Openreach more inclusive and diverse, but everyone at Openreach recognises there's much more we need to do.

- We remain committed to creating a diverse workforce by increasing the number of women applicants into our engineering recruitment programme. Despite 2020 being a challenging year, we hired 1,500 new engineering recruits and 9% are women, which is three times the historic levels. In 2021, we are looking to hire 2,500 new engineering recruits. Our ambition is that a minimum of 20% of these new hires are women.
- Our popular graduate programme has also been an area of focus. For our 2020 graduate intake, 50% were women and our plan for 2021 is to maintain this strong balance.
- We have continued focus on increasing female representation at all levels. We have 34% of women in senior management roles this year and 21% of our women are in management roles. Through our 'TechWomen' programme, designed specifically for women working in key roles, we have accelerated development of high potential talent in the business.

- We successfully launched four new people networks to support, inspire and encourage an inclusive working environment for all our colleagues. These networks are now more than 3,000 members strong and will continue to grow. Our Ethnic Diversity, Gender Equality, Pride and Neurodiversity networks are supporting and listening to their communities to ensure we can influence positive change across the business.

We know there is lots to do, but through these initiatives and a strong pipeline of new programmes in 2021, we have created a comprehensive plan to take the next step on our journey of creating a truly diverse, equal and inclusive place to work.

**Clive Selley**  
CEO – Openreach

# About us



Openreach is the UK's digital network business and is responsible for building and maintaining the largest fixed communications network in the country. We have invested in excess of £14 billion into the UK's digital infrastructure over the past 10 years to enable the rollout of superfast broadband.

Today we're building an even faster, more reliable and future-proof broadband network which will be the UK's digital platform for decades to come. We're on track to reach four and a half million homes and businesses with Full Fibre broadband by March 2021, building Full Fibre infrastructure at a run rate of more than 42,000 homes and businesses a week.

Our people are working in every community to connect homes, schools, shops, banks, hospitals, libraries, mobile phone masts, broadcasters, governments and businesses – large and small – to the world. It's our mission to build the best possible network with the highest quality of service, and make sure that everyone in the UK can be connected.

We provide the network infrastructure on behalf of more than 660 wholesale customers including BT, Sky, TalkTalk, Vodafone and Zen – helping them to connect their customers throughout the country. Our fibre broadband network is the biggest in the UK, passing more than 27.7 million UK premises.

In October 2018, Openreach was set up as an independent legal entity and is now trading as a wholly owned subsidiary of BT Group plc.

# Our gender pay gap and bonus gap

The report looks at the difference in the average earnings of men and women in our organisation.

The report represents all UK-based employees who were employed by Openreach Limited on the snapshot date of 5 of April 2020. As Openreach is a wholly owned subsidiary of BT Group plc, its numbers are also reported in BT's 2019-20 Gender Pay Gap Report.

We use percentages to illustrate the gap between men and women's pay. A positive percentage indicates that men are paid more than women. A negative percentage indicates that women are paid more than men.

The data for 2020 shows a headcount of 33,988 on the snapshot date, split as 91% men and 9% women (2019: 32,433 heads with 92% men vs 8% women).

The pay gap this year shows that overall, our mean pay and bonus gap is in favour of women. This is predominantly influenced by a higher proportion of women operating in management and more senior roles which are also eligible for bonuses compared to our engineering roles which have a higher proportion of men, many of which are ineligible to receive a bonus.

The mean bonus gap is more pronounced due to many of our senior management group being female and therefore receiving both bonus and other long term cash awards which will be different when comparing to the median (middle value).

Our year-on-year comparison shows that we are closing the pay gap as shown opposite.

## Pay gap for 2020

Mean

**-14.2%**

2019  
**-16.5%**

Median

**-20.2%**

2019  
**-21.3%**

## Bonus gap for 2020

Mean

**-62.0%**

2019  
**42.8%\***

Median

**12.7%**

2019  
**90.0%\***

## Men vs women split 2020

● Men ● Women

**91%** **9%**

2019  
**92% vs 8%**

## Proportion of each gender receiving a bonus

Men

**71.3%**

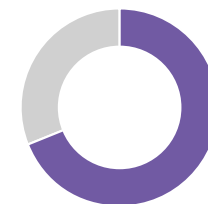
2019  
**45.8%**



Women

**69.0%**

2019  
**38.3%**



\*The bonuses paid to Openreach in 2019 only include payments made after 1 October 2018, as this is when the company became a separate legal entity. This means only six months' worth of bonus payments had been used to calculate these figures. Most bonus payments to Openreach managers are paid in June, these have not been included in the 2019 numbers. The bonus gap reported above only represents bonuses paid to the 'frontline' (predominantly male) engineers. As a result, the 2019 numbers are not a true reflection of bonus payments made in the year.

# Quartile split

We have more men than women in all the four quartiles. There is a better representation of women in the upper middle and upper quartiles which reflects the investment and focus on improving diversity in senior roles.

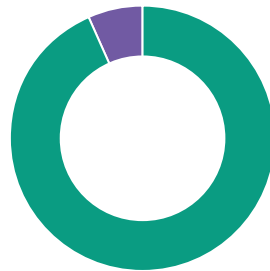
We are proud that since our last report, we have improved the representation of women across all pay quartiles, through a determined focus across a range of initiatives outlined in our introduction to the report.

● Men ● Women



2020

Lower pay quartile



93.4%

2019  
94.7%

6.6%

2019  
5.3%

Lower middle pay quartile



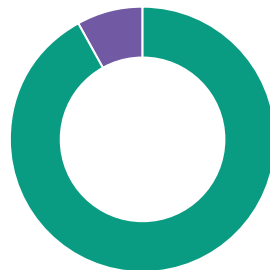
96.5%

2019  
96.8%

3.5%

2019  
3.2%

Upper middle pay quartile



92.0%

2019  
92.3%

8.0%

2019  
7.7%

Upper pay quartile



83.9%

2019  
84.4%

16.1%

2019  
15.6%

# openreach

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