

openreach

Gender Pay Gap Report 2019



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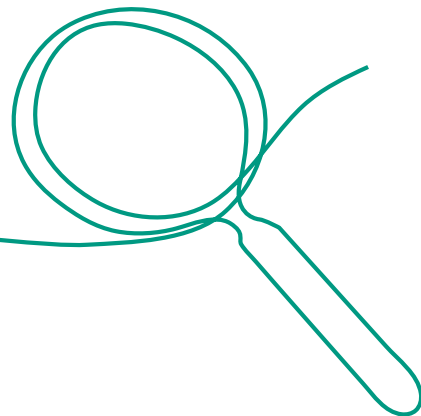


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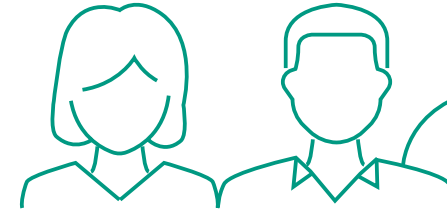
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One thing that's really important to me at Openreach is how we're trying to improve diversity and inclusion at all levels.

Laura Whelan
Regional Partnership Director

Why it's important to us



At Openreach, we are committed to building a workforce which reflects the hugely diverse communities we serve across the UK. I am incredibly proud to be leading a team that champions diversity and inclusion and I'm pleased to say that over the last year, we've been able to recruit more women into our business than ever before.

-21.3%

Median gender pay gap

-16.5%

Mean gender pay gap

This is the first time that Openreach has reported on the gender pay gap and in 2019, our overall mean gender gap was 16.5% in favour of women. I want to see greater representation of women across Openreach and this should help towards our ambition of balancing our gender pay gap.

Through our targeted recruitment initiatives and industry-leading training and development programme we're making great progress:

- Over the last 3 years we have nearly trebled the number of applications from women into our engineering recruitment programme and in 2020/21 we aim to go above a 10% intake for the first time. We are working within our communities to change the perception of engineering and what has historically been seen to be a male dominated profession
- We have established a working partnership with the Royal Academy of Engineering, to help us to identify best practice and accelerate our recruitment ambitions
- We have been investing in management and leadership programmes to attract more female talent at all levels. Overall, 21% of our women are in management and 33% are in senior management roles - and this has been increasing on an annual basis
- We are also supporting our female talent through a world-class leadership development programme 'TechWomen', designed specifically for women working in key commercial, operational or technical roles. This is aimed to help participants progress their career by building confidence and skills required to be successful
- We have recently relaunched our Gender Equality Network to inspire and encourage an inclusive working environment for both men and women. The network is aimed at promoting gender equality and focused on shaping our people policies

Through these initiatives we have the chance to create a more diverse and inclusive Openreach, which recognises and rewards the talent within all our employees.

Clive Selley
CEO – Openreach

About us



Openreach is the UK's digital network business.

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.

We provide the network infrastructure on behalf of more than 640 communications providers like Sky, TalkTalk, Vodafone, BT and Zen, and our fibre broadband network is the biggest in the UK, passing more than 27.7m UK premises.

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 million homes and businesses with Full Fibre broadband by March 2021 and ultimately the majority of the country, if the conditions are right.

On 1st October 2018 Openreach became Openreach Limited, a separate and distinct legal entity and wholly-owned subsidiary of BT Group. All Openreach employees were transferred over from BT plc into the newly created legal entity. As a result, Openreach will be reporting on its own gender pay gap figures.

Our gender pay gap

The report looks at the difference in the average earnings of men and women in our organisation. This is different to equal pay which requires equal pay for work of equal value across genders. This is a legal requirement under the Equal Pay Act 1970.

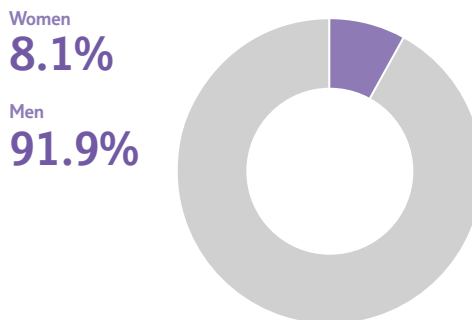
Although Openreach Limited is now a separate legal entity and independently governed, it remains a wholly-owned subsidiary of BT Group and so its numbers are also reported in the BT Group Gender Pay Gap Report www.bt.com/genderpaygap. Our calculations include all UK employees who are employed by Openreach Limited in the UK.

The report represents all employees employed on the snapshot date of 5th April 2019.

Throughout the 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.

Split by gender of people transferred from BT plc

Total employees



● Women ● Men

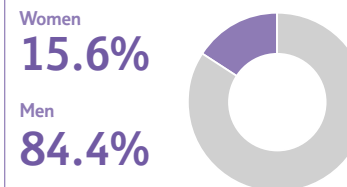
Median -21.3% Gender pay gap	Mean -16.5% Gender pay gap	Proportion of women receiving bonus 38.3%
90.0% Gender bonus pay gap*	42.8% Gender bonus pay gap*	Proportion of men receiving bonus 45.8%

*The bonuses paid to Openreach employees only include payments made after 1st October 2018, as this is when the company became a separate legal entity. This means only six months' worth of bonus payments have been used to calculate these figures.

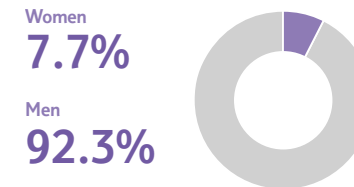
In addition, as most bonus payments to Openreach managers are paid in June, these have not been captured in this reporting window. The bonus gap reported above only represents bonuses paid to the "frontline" (predominantly male) engineers. As such, the numbers this year are not a true reflection of bonus payments made.

Our quartile analysis shows a higher proportion of men across all four quartiles in which we are reporting. We have a higher proportion of women in the upper quartile representing our women in management and leadership roles.

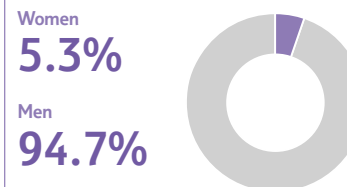
Upper quartile



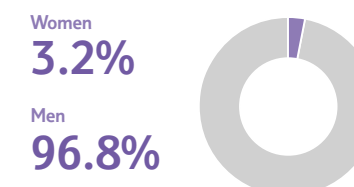
Upper middle quartile



Lower quartile



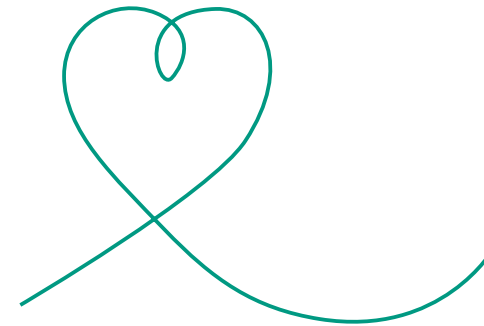
Lower middle quartile



● Women ● Men

Case studies

Nurturing future talent



Women in Engineering



RAF veteran, Cheryl Burgess, joined our Accelerated Leadership Programme a year ago and has not looked back.

She started by running a successful improvement project for Network Health and has now moved into the Fibre First programme. Cheryl is helping to inspire more females into engineering.



We recognise the important role we play in driving diversity in engineering.

At our Openstreet facilities, employee volunteers welcomed friends and family for a day of learning and fun. Over 200 school children met our women engineers from Livingston, Peterborough and Bradford to celebrate and encourage more women into the profession.

Women in Leadership



Laura Whelan has gone from a graduate to Regional Partnership Director in five years.

Laura told us: "One thing that's really important to me at Openreach is how we're trying to improve diversity and inclusion at all levels. There's no denying there's loads more to do across the industry. I feel lucky that I see strong female role models at Openreach who operate at all levels from engineering to exec. I believe we'll keep building a more diverse workplace of people who support each other."

International Women's Day



The IWD charity launched a #BalanceforBetter campaign this year to promote a more gender-balanced world.

We have supported this campaign all year. First by taking over our website and social channels on the day (7/3/19) with campaign content. Since then, we've continued with a series of blogs by inspirational Openreach women sharing their experiences and career advice. Plus, our employees have been submitting their own images for inclusion on our social channels.

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