



openreach

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# Openreach Limited

## Gender Pay Gap Statement 2020/21



## Background

The gender pay gap is a measure of the difference in average pay received by men and women. It is expressed as a figure representing the difference in women's pay as a percentage of that received by men. Gender pay gap is different to equal pay. Equal pay is a discriminatory pay difference between men and women who carry out the same job or jobs, rated as equivalent, or work of equal value.

The presence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters but is more of a display of the diversity of an organisation across all its levels.

Our gender pay gap is calculated in line with the government regulations and are independently reviewed. Although Openreach Limited is a separate legal entity and is independently governed, it remains a wholly owned subsidiary of BT Group plc and so its numbers are also reported in the Group's gender pay reports.

## About our results

Our calculations represent all UK based employees who were employed by Openreach Limited on the snapshot date of 5th April 2021. A positive percentage indicates that men are paid more than women. A negative percentage indicates that women are paid more than men. Our mean and median pay gap is based on the hourly rates of pay as at 5 April 2021. Our mean and median bonus gap is based on bonuses paid in the 12 months to 5 April 2021.

Our mean pay gap is -10.6% which has reduced since 2020 (-14.2%). Our median pay gap is -14.2% which again has reduced from 2020 (-20.2%). The figures sit below the national average of 15.4% median and 14.9% mean (Office for National Statistics estimates data for 2021). As we have seen from our previous reports, our mean pay and bonus gap is in favour of women. This is influenced by a large proportion of women in senior leadership roles compared to men who are in engineering roles. 9% of our workforce is women with a higher representation in senior management and leadership roles (upper quartile) than in any of the other quartiles. The bonus gap also reflects the overall pay gap.

## Reporting our progress

At Openreach we build connections. We bring people together and we want our workplace to bring people together too - from all backgrounds and with their own unique experiences. Last year we published our Diversity & Inclusion commitment in our #Opentoeveryone report (<http://www.openreach.com/careers/diversity-and-inclusion>).

We will publish our update report for this year around May which will include details of our gender and ethnicity pay gaps, as well as the demographics of our workforce and progress towards our Diversity & Inclusion targets and ambitions. The report will include details of our efforts to increase all forms of diversity within our workforce and to ensure we have an inclusive culture.

## Our Figures

Pay Gap	
Mean	Median
-10.60%	-14.20%

Pay Quartiles	Men	Women
Upper	84.30%	15.70%
Upper Middle	92.90%	7.10%
Lower Middle	95.80%	4.20%
Lower	90.90%	9.10%

Bonus Gap	
Mean	Median
-50.00%	17.20%

	Men	Women
Proportion receiving a bonus	81.70%	75.80%

## Statutory declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Kevin Brady

Director of Human Resource  
Openreach