



# Openreach Limited

Gender pay gap  
statement 2021/22

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# Openreach

## Gender pay gap statement

### 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 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 2022. 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 of 5 April 2022. Our mean and median bonus gap is based on bonuses paid in the 12 months to 5 April 2022.

Our mean pay gap is -5.1% which has changed since 2021 (-10.6%). Our median pay gap is -3.0% which again has changed from 2021 (-14.2%). These figures sit below the national average of 13.9% mean and 14.9% median (Office for National Statistics data for 2022). As we have seen from our previous reports, our mean pay and bonus gap continues to be 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. The big change this year is that we have recruited more women in junior engineer and apprentice roles (lower quartile). As a consequence, the average pay and bonus gap this year has been lower.

### 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 updated report later this year 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. It will include details of our efforts to increase all forms of diversity and inclusivity within our workforce.



## Our Figures

Pay Gap	
Mean	Median
<b>-5.1%</b>	<b>-3.0%</b>

Pay Quartiles	Men	Women
Upper	85.2%	14.8%
Upper Middle	93.5%	6.5%
Lower Middle	94.7%	5.3%
Lower	85.9%	14.1%

Bonus Gap	
Mean	Median
<b>-12.4%</b>	<b>28.9%</b>

	Men	Women
Proportion receiving a bonus	94.0%	89.6%

## Statutory declaration

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

### Kevin Brady

Director of Human Resources  
Openreach



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