

# Agilisys Gender Pay Gap Report 2020 & 2021



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## Key definitions

**Mean:** The mean figure is the difference between the average of men's and women's pay in an entity (i.e. when added together and divided by the number of either men or women to get that average).

**Median:** The median figure is the difference between the midpoints in the ranges of men's and women's pay (i.e. the middle salary in a list of the men in an employing entity, compared with the middle salary in a list of women in that entity).

**TUPE:** TUPE stands for the Transfer of Undertakings (Protection of Employment) Regulations.

# Introduction



In March 2019, we reported our gender pay gap figures for April 2018. The report was produced to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and it contained information on pay gap, pay quartiles and the proportion of men and women who receive a bonus. This was published for each of our qualifying group companies.

In our last report, we reported two legal entities. However, following a recent Tupe –out, our organisation now only has one entity: AG Limited.

Due to the Covid-19 Pandemic this report has both the Gender Pay Gap Figures for April 2020 and April 2021.

# AG Limited 2020

Pay Gap	
<b>Mean</b>	33.3%
	Down ▼ 1.6% 2019
<b>Median</b>	39.8%
	Up ▲ 5.6% 2019

Gender Bonus Gap	
<b>Mean</b>	62.7%
	Up ▲ 11.8% 2019
<b>Median</b>	16.7%
	Down ▼ 8.3% 2019

## Proportion who receive a bonus



42.7%  
Male  
Up ▲ 0.6% 2019



80.0%

## Pay Quartiles

**Top**



20.0%

68.6%

**Upper Middle**

31.4%

54.9%

**Lower Middle**

45.1%

42.4%

**Lower**

57.6%



27.1%  
Female  
Up ▲ 4.1% 2019

# AG Limited 2021

Pay Gap	
<b>Mean</b>	27.5%
	Down ▼ 5.8% 2020
<b>Median</b>	30.9%
	Down ▼ 8.9% 2020

Gender Bonus Gap	
<b>Mean</b>	41.7%
	Down ▼ 21.0% 2020
<b>Median</b>	0.8%
	Down ▼ 15.9% 2020

## Proportion who receive a bonus



54.4%

Male

Up ▲ 11.7% 2020



79.2%

67.2%

56.7%

48.2%

## Pay Quartiles

<b>Top</b>
<b>Upper Middle</b>
<b>Lower Middle</b>
<b>Lower</b>



20.8%

32.8%

43.3%

51.8%



33.2%

Female

Up ▲ 6.1% 2020



**Simon Mounsey**  
**Director of Human Resources**

Our mission is to unlock the potential of technology for public service and to transform services that improve the lives of millions of citizens across the UK. At the heart of how we work are our values of innovation, passion, integrity, and partnership. We know our mission can only be achieved through a diverse workforce, and 2021 saw the launch of our Belonging Strategy.

Agilisys's 2021 median pay gap is 30.9%. This is a reduction of 8.9 percentage points from April 2020. Whilst we have grown in headcount, we continue to recruit more female employees, in an industry that is overwhelmingly male dominated. We know we need to go further and ensure that the diversity of the people we bring into our company reflects the communities we are part of. Over the next year we will specifically focus on increasing the headcount of both women and BAME groups, especially at senior levels. We recognise that these groups are currently a minority, and we are committed to addressing that.

#### **What are we doing to close our gender pay gap?**

Whilst we are making progress, there is more that we can and must do. Over the past year we have worked collaboratively with our employee networks who have helped to shape our Belonging Strategy and we believe the actions below will help to close our gender pay gap:

- **Inclusive Communities** - we are acutely aware networking not only creates a sense of belonging and fulfilment but also contributes to an individual's professional success. Across Agilisys there are eight Diversity and Inclusion-focussed networks, and whilst each has a specific focus, all have the common aim of providing a sense of community, being a forum for staff to raise any matters impacting them, as well as raising diversity to create a genuine sense of belonging.
- **Inclusive Policies** - we are currently undertaking a review of all of our HR policies to ensure that they are inclusive. Not only do we recognise that inclusive policies are key to retaining existing staff, but they are also key to attracting talent, specifically women and those from a BAME background.
- **Inclusive Recruitment** - We're making sure that our recruitment processes from apprentice to experienced hires, are open and attractive to all. We have reviewed our job adverts to ensure that we are using inclusive language. We have invested in new recruitment tool to anonymise CVs to reduce any unintended bias. In recognition that diversity of the technology sector is constrained we are also looking to grow our own talent through Agilisys Academies which are aimed at recruiting and training young adults, from a variety of backgrounds, to develop and thrive at Agilisys.
- **Leadership Accountability** - Each of our leaders are being held to account and as such all have Belonging performance objectives, these objectives focus on diversity results such as hiring decisions, promotions and inclusion for existing staff. By committing to tangible and focused actions in their business areas and championing divisional objectives this will create a culture of belonging.
- **Mandatory Training** - The education of all our staff about the importance of diversity and inclusion and the decisions they make both conscious and unconscious is fundamental to our culture of belonging. During 2021 we have rolled out three mandatory training modules which informs and educate our staff about D&I matters, unconscious bias and belonging and encourages further learning. 84% of our staff have completed our three belonging modules.





# Agilisys

**Partnership**

**Integrity**

**Innovation**

**Passion**

**Agilisys, an employee-owned organisation, is one of the UK's fastest growing and innovative cloud and digital transformation specialists, enabling organisations to adopt technologies, platforms and processes that promote new ways of working.**

**An established partner for both the public and private sector for nearly two decades, we have earned a strong reputation and hold deep domain expertise delivering change and innovation, particularly within local and central government.**

**We support our customers through a network of offices and centres of excellence throughout the UK, employing over 1,500 staff across the UK.**

**Scale Space, 2nd Floor,  
Imperial College White City Campus,  
58 Wood Lane  
London W12 7RZ**

**e [info@agilisys.co.uk](mailto:info@agilisys.co.uk)**

**w [www.agilisys.co.uk](http://www.agilisys.co.uk)**