



Gender Pay Gap Report 2018



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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 2018, we reported our gender pay gap figures for April 2017. The report was originally 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. Agilisys Professional Services Limited (APSL) was excluded because it has less than 250 employees.

We are ready to release the next set of data which measures our data from April 2018. This has been affected by:

- Changes in the senior leadership team
- Changes within our Contact Services (with the end of our CitA contract)
- Organisational restructure to align to our “go to market” strategy”

Our organisation has five legal entities that are required to be reported under the Gender Pay Gap regulations. The five entities are:

Agilisys Contact Services Limited

This entity is primarily our customer services employees who have not transferred from our Local Government partnerships (under TUPE).

AG Limited

The employment entity for those employees who transfer, via TUPE, into Agilisys.

Agilisys Managed Services Limited

Agilisys Managed Services is primarily the employing entity for our IT Services employees who have not transferred under TUPE.

Agilisys Professional Services Limited

The employment entity for our Transformation consulting division, and our corporate services.

Elevate East London LLP

Our joint venture with the London Borough of Barking & Dagenham (LBBD), providing a range of services to LBBD.

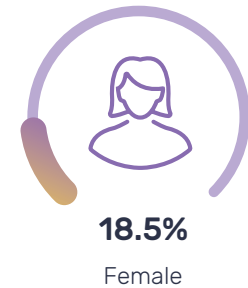
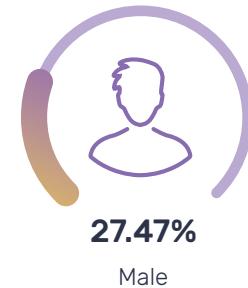



Agilisys Contact Services Limited

Pay Gap	
Mean	15.1%
Median	12.7%

Gender Bonus Gap	
Mean	6.1%
Median	0.0%

Proportion who receive a bonus




Pay Quartiles			
	25%	Top	75%
	83%	Upper Middle	17%
	48%	Lower Middle	52%
	29%	Lower	71%

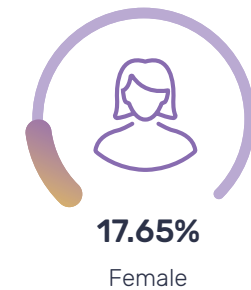
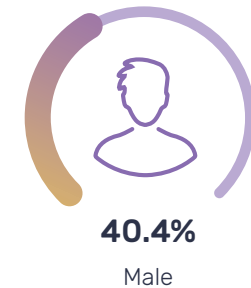
AG Limited

Pay Gap	
Mean	29.0%
Median	39.1%

Gender Bonus Gap	
Mean	65.9%
Median	0.0%

Proportion who receive a bonus

Pay Quartiles			
	100%	Top	0%
	86%	Upper Middle	14%
	74%	Lower Middle	26%
	39%	Lower	61%




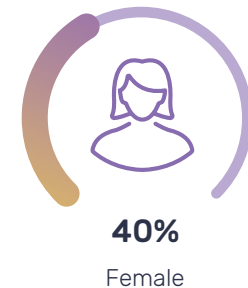
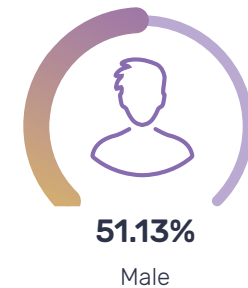
Agilisys Managed Services Limited

Pay Gap	
Mean	16.0%
Median	10.6%

Gender Bonus Gap	
Mean	49.5%
Median	26.5%

Proportion who receive a bonus

Pay Quartiles			
	100%	Top	0%
	90%	Upper Middle	10%
	91%	Lower Middle	9%
	86%	Lower	14%

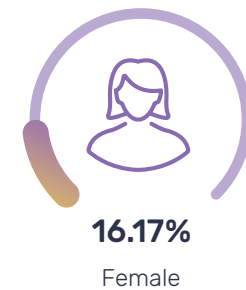
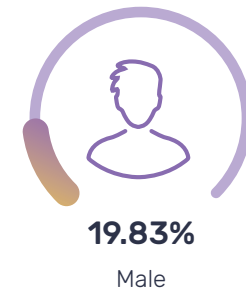




Elevate East London LLP

Pay Gap	
Mean	12.4%
Median	11.1%

Gender Bonus Gap	
Mean	38.7%
Median	-12.5%

Proportion who receive a bonus



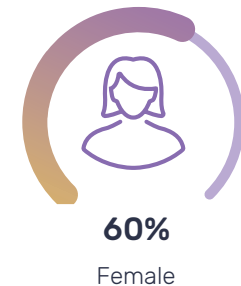
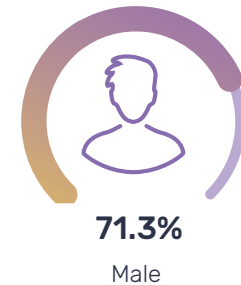
Pay Quartiles			
	0%	Top	100%
	75%	Upper Middle	25%
	86%	Lower Middle	14%
	40%	Lower	60%
			


Agilisys Professional Services Limited

Pay Gap	
Mean	33.8%
Median	38.9%

Gender Bonus Gap	
Mean	68.0%
Median	33.0%

Proportion who receive a bonus



Pay Quartiles			
	50%	Top	50%
	89%	Upper Middle	11%
	91%	Lower Middle	9%
	50%	Lower	50%

Closing comments

The data in this report shows that although we are making efforts to improve, we need to do more to achieve our diversity and inclusion goals.

Agilisys published our first gender pay gap report in April 2018, meaning there was very little time in which to effect change before the data for this report was sampled. This has prompted us to be more proactive in our reporting and more determined and committed to act. We are passionate about diversity and determined to fast-track our progress, and that's why we are making changes to how we approach diversity and inclusion at Agilisys.

We need to redress the balance of senior men and women in our organisation for us to see real change, and that means ensuring that we can attract and develop more women leaders and potential future leaders. In a sector that is traditionally very male-dominated, and typically has far more qualified male applicants for any role than female, this is a significant challenge and requires a change in the way we approach both our talent acquisition and development but also helping to effect change in the communities in which we work. We will invest in activities that encourage women into the transformative and technology careers that we know are key to the future of our business and our customers.

With the help of the Agilisys Women Empowerment network and other employee focus groups, we have reviewed unconscious bias in our recruitment processes, from advertising roles through to hiring. We have changed all job descriptions to reflect our flexible working and have eliminated gender bias in our adverts. We have revised key policies and are looking at our pay structures to look beyond gender equality and how we can better address our gender pay gap. Simplifying our structure will also help, but we need to redress the balance of senior men and women in our organisation for us to see real change.

Our gender pay data demonstrates that if we want to meet our objectives, we need to evolve our approach. We are proud to be an equal opportunities employer and we want our workforce to reflect and incorporate the talents of the diverse communities in which we work. That's why we need to continue to make real changes to improve life at Agilisys for our employees and in turn the customers we work with so closely.

Simon Mounsey
Director of Human Resources





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a difference to millions of people
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