



Gender Pay Gap Report 2017



Contents

Contents/Key definitions	2
Introduction	3
Agilisys Contact Services Limited	4
AG Limited	5
Agilisys Managed Services Limited	6
Elevate East London LLP	7
Closing comments	8

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



This report has been produced to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Founded in 1998, Agilisys works with public sector organisations to deliver transformative IT, business and customer services delivering real benefits for our customers and their citizens across the UK.

People are at the heart of our innovative approach, ensuring that our experience in strategy, technology and service provides real solutions to the challenges facing the UK public sector. Agilisys also leads the way in pioneering new business models, being the first in our sector to adopt employee ownership, which means that our people are continually looking for new ways to grow and improve the business they own.

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

The four 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.

Elevate East London LLP

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

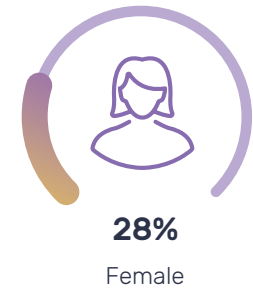
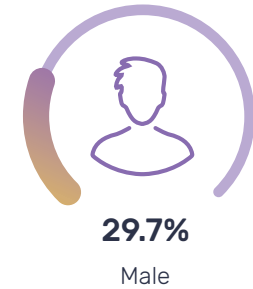
The information for these entities is set out in the following pages.

Agilisys Contact Services Limited

Pay Gap	
Mean	4.1%
Median	2.0%

Gender Bonus Gap	
Mean	-24.6%
Median	-53.8%

Proportion who receive a bonus



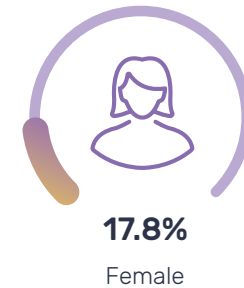
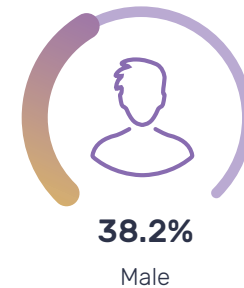
Pay Quartiles			
50%	Top	50%	
34%	Upper Middle	66%	
31%	Lower Middle	69%	
45%	Lower	55%	

AG Limited

Pay Gap	
Mean	29.6%
Median	40.6%

Gender Bonus Gap	
Mean	79.6%
Median	61.0%

Proportion who receive a bonus



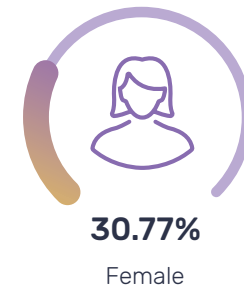
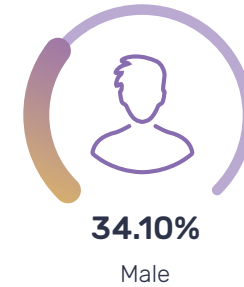
Pay Quartiles			
77%	Top	23%	
69%	Upper Middle	31%	
28%	Lower Middle	72%	
30%	Lower	70%	

Agilisys Managed Services Limited

Pay Gap	
Mean	15.0%
Median	20.9%

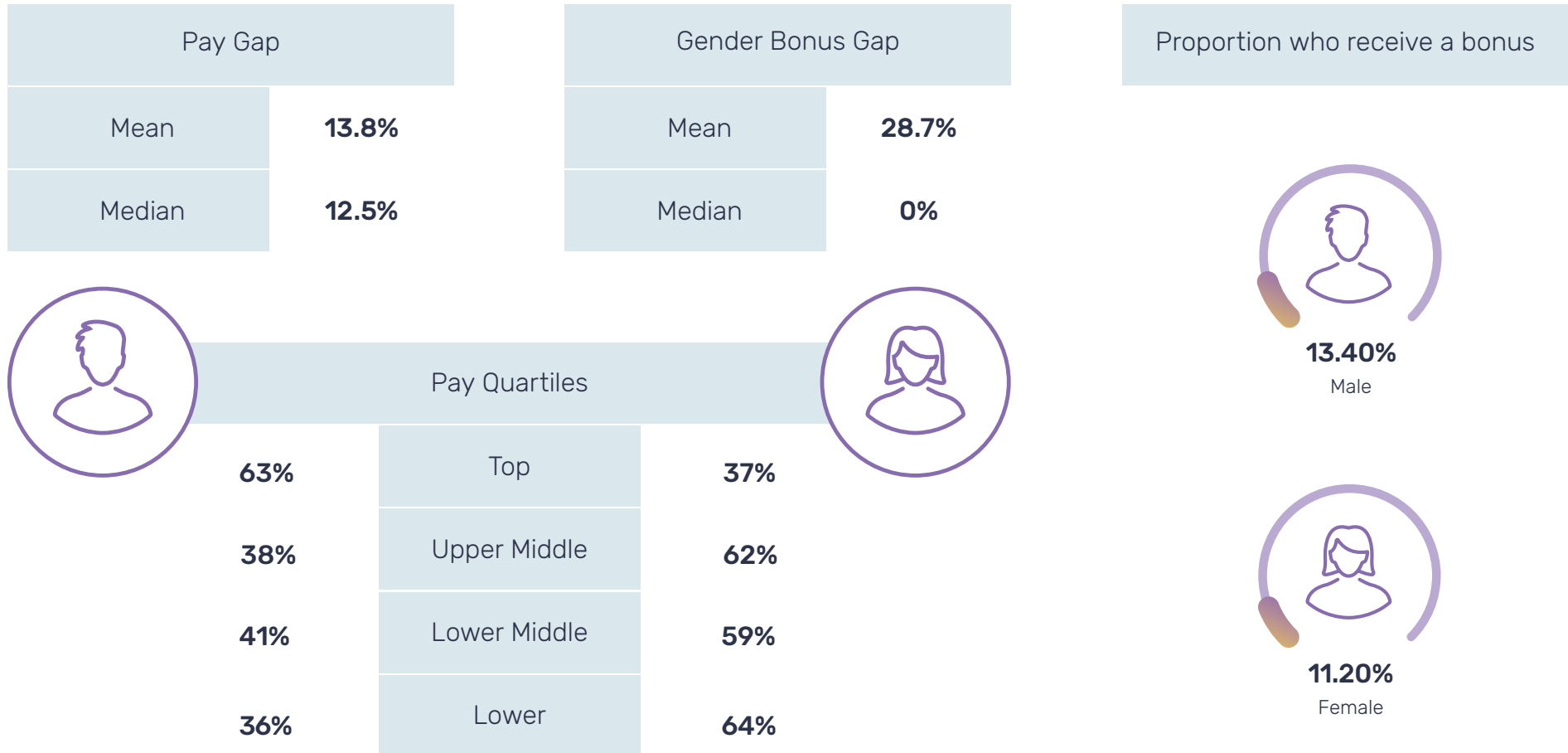
Gender Bonus Gap	
Mean	55.4%
Median	58.3%

Proportion who receive a bonus



Pay Quartiles			
95%	Top	5%	
87%	Upper Middle	13%	
88%	Lower Middle	12%	
88%	Lower	12%	

Elevate East London LLP



Closing comments

Primarily, the gender pay gap we see across our entities is caused by having more men in senior, and therefore higher paid, roles. The exception to this is Agilisys Contact Services Limited where the pay gap is low (4%), the bonus gap favourable to women, and where we have more women in senior, higher paid roles than men.

The bonus gap across the other three entities is also affected by the number of part time opportunities across our business, which are mainly filled by women.

The area with the highest pay and bonus gaps is AG limited, which is the employment entity for those who transfer, via TUPE, into Agilisys.

There are three main factors for this:

1. AG has more men in higher paid roles which has a major effect on the pay gap
2. The effect of London weighting on local government pay scales has an impact in this entity
3. There are more women in part time roles in the entity than men and typically employees with local government terms and conditions are not entitled to a bonus

Agilisys fundamentally believes that men and women should be paid equally for equivalent jobs across our organisation. We will continue to review our policies and procedures to ensure practices are fair, and we commit to taking action to focus on diversity across our business.

The information presented in the report is accurate with April 2017 as the reference date for pay, and a 12 month reference period to 5 April 2017 for bonus.

Simon Mounsey
Director of Human Resources





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a difference to millions of people
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