

Agilisys

**Gender Pay Gap
Report 2019**



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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 our five legal entities. However, following a recent restructure our organisation now has two legal entities. Both meet the minimum requirements to be reported under the Gender Pay Gap regulations. The two entities are:

AG Limited

The employment entity for everyone on an Agilisys contract.

Elevate East London LLP

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



AG Limited

Pay Gap	
Mean	34.9%
Median	34.2%

Gender Bonus Gap	
Mean	50.8%
Median	25.0%

Proportion who receive a bonus



42.1%
Male



23.0%
Female



Pay Quartiles



78.3%	Top	21.7%
65.9%	Upper Middle	34.1%
53.4%	Lower Middle	46.6%
37.3%	Lower	62.7%

Elevate East London LLP

Pay Gap	
Mean	13.0%
Median	12.9%

Gender Bonus Gap	
Mean	3.6%
Median	37.5%

Proportion who receive a bonus



14.3%
Male



10.5%
Female



Pay Quartiles



68.6%	Top	31.4%
34.7%	Upper Middle	65.3%
36.6%	Lower Middle	63.4%
41.1%	Lower	58.9%



Simon Mounsey
Director of Human Resources

In an industry that is overwhelmingly male dominated, taking steps to close the gender pay gap is very important to us. This can only be achieved by addressing the gender imbalance and this continues to be one of our priorities in 2020. In spite of a clear mandate over the last two years, we haven't managed to achieve this. We continue to have pay disparity within our business, and we continue to face challenges in attracting women into senior roles.

There remains some rationale for this as many of our employees transferred into Agilisys from other organisations. We deliver two outsourced services: IT and Customer Services which in themselves have a gender imbalance. However, this doesn't mean that we are satisfied with the figures and we must continue to take action to improve them in the long term.

What steps are we taking?

While we are aware that a gender pay gap still exists, we have several planned initiatives to ensure we continually reduce the gap including:

- We established our Diversity and Inclusion steering group, and our chair, Louise Ah Wong, will also offer her reflections on the gender pay gap
- Between August 2018 and July 2019, we have increased the number of women in our business by 9% from 577 to 606. This is a small increase, but demonstrates our commitment to working towards positive change
- We have increased our female apprentices by 50% in the last year. We know that bringing in lower paid employees will potentially increase the gender pay gap. However, developing women into STEM careers will ensure we are supporting more women to enter our profession
- We have introduced career pathways to ensure the route to senior roles is clear and transparent. This will take some time to work through, but has been a significant piece of work within our organisation
- We are a signatory of the Tech Talent Charter, which means that we have made a number of pledges in relation to our approach to recruitment and retention. We are aiming to deliver greater gender diversity in the tech workforce of the UK to one that better reflects the make-up of the communities we work in
- We are a member of the Blenheim Chalcot (BC) family and along with other BC companies, we are in the process of signing the BC Diversity and Inclusion charter which will provide clear goals and timeframes for us to act upon.





Louise Ah-Wong

**Senior Partner - Digital Transformation & Diversity
Committee Chair**

Our employees are our strongest asset and we are passionate about creating a positive and inclusive work environment for them. Agilisys has brilliant female leaders at all levels of the organisation and they are key to the culture and success of our business. This isn't reflective in our gender pay gap data, and more needs to be done.

I wanted to establish our Diversity and Inclusion Committee to champion the work that was already happening in our teams and to develop networks and advocates across the many aspects of our employee base. Agilisys are fortunate to have a fantastic network of women - the Agilisys Women's Empowerment Committee, for the past two years have been working with our HR colleagues in supporting the implementation of the new policies and initiatives that will help attract and retain more women into our sector, but it won't be enough until we make tangible differences to the number of senior female leaders in our business, our remuneration, and how we make Agilisys more flexible and inclusive to attract a broader and diverse workforce. These are all areas on which we will focus this year.



Agilisys

Partnership

Integrity

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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.

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