

A diverse group of people, including men and women of various ethnicities, are gathered in what appears to be a meeting or classroom. They are looking at documents and devices, suggesting a collaborative or educational environment. The background shows shelves with books and papers.

# Agilisys

## Gender Pay Gap Report 2022

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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).

# Foreword

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**“Our mission is to unlock the potential of technology for public services and to transform services that improve the lives of millions of people.”**

In 2022 we calculated our gender pay gap data for April 2022. 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.

We know our mission can only be achieved through a diverse workforce. We are very pleased that over the last three years our mean gender pay gap has reduced by 10.9%, but we know from the data we have more to do.

Our ongoing focus is to increase diverse representation at senior levels and over time this will help to reduce our pay gap. We are working closely with our people, diversity networks, and leaders to listen, learn and understand where we need to improve.

# 2022 Gender and Bonus Gap Figures

## Gender pay gap



**Mean 2022**

**24.6%**

**▼ 2.9%**  
2021

**Median 2022**

**33.4%**

**▲ 2.5%**  
2021

## Pay Quartiles



**77.2%**

**Top**

**22.8%**

**64.4%**

**Upper Middle**

**35.6%**

**58.3%**

**Lower Middle**

**41.7%**

**44.6%**

**Lower**

**55.4%**



## Gender Bonus Gap



**Mean 2022**

**44.5%**

**▲ 2.8%**  
2021

**Median 2022**

**73.5%**

**▲ 72.7%**  
2021

## Proportion who received a bonus



**Male**

**75.3%**

**▲ 20.9%**  
2021

**Female**

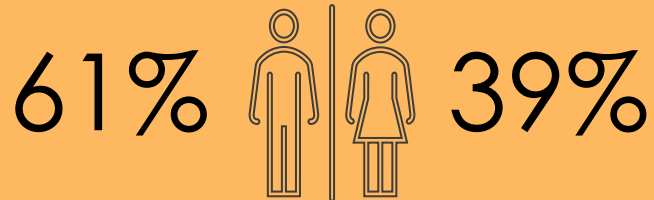
**66.1%**

**▲ 32.9%**  
2021



# Understanding the gap

## Full-Pay Relevant Employee Percentage



## Gender Pay Gap

The mean gender pay gap of 24.6% is a reduction of 2.9 percentage points from April 2021.

Since 2019 the mean pay gap has reduced by 10.3%. Our gender pay gap exists because women hold fewer senior position with the company than men, in an industry that is overwhelmingly male dominated.

## Bonus Pay Gap

The mean gender bonus gap increased by 2.84% to 44.5% and the median gender bonus gap increased by 72.7%.

2021 saw strong company performance and as such, bonuses were more widely distributed across our business, which resulted in a 32.9% increase in women receiving a bonus. The median bonus gap increased significantly as our contact centre staff are 75% women and in distributing bonuses more widely across the business, we increased our median bonus gap.

The mean bonus gap saw an increase of 2.84% as we have fewer women holding senior positions. 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.

# Taking Action



Simon Mounsey  
Chief People Officer

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:

- **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.
- **Inclusive Policies** – we will conduct a thorough of our policies to ensure that they are inclusive, accessible and fit for purpose and identify and implement any gaps in our policies.
- **Inclusive hiring** - making sure that our recruitment processes, are open and attractive to all. We have reviewed our job adverts to ensure that we are using inclusive language. Furthermore, all candidates going through the hiring process will have a diverse interview panel.
- **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.
- **Learning, Education and Development** - 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. We have increased the learning resources available to our staff so that they can further their knowledge in diversity and inclusion.
- **Reward Strategy** - moving away from salary and bonus awards being a percentage of base pay to pound amount increases.

The logo features the word "Agilisys" in a bold, dark grey sans-serif font. The letters 'i', 'l', and 's' have small colored dots above them: orange for 'i', green for 'l', and purple for 's'. A thick orange arc curves from the top left towards the 'i'. A thick green vertical line passes through the 'l'. A thick purple vertical line passes through the 's'. A thick red arc curves from the bottom right towards the 's'.

# 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.**

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