

Gender Pay Statement 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for Optionis Management Limited.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5th April 2017

Findings - Optionis Management Ltd – April 2017

1	Average gender pay gap as a mean average	5%	
2	Average gender pay gap as a median average	-11%	
3	Average bonus gender pay gap as a mean average	33%	
4	Average bonus gender pay gap as a median average	35%	
5	Proportion of staff eligible for bonus, actually received it	Male - 19%	Female - 20%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	64%	36%
	Upper middle quartile	34%	66%
	Lower middle quartile	40%	60%
	Lower quartile	71%	29%

Summary

Optionis Management Ltd is an equal opportunities employer. We employ very slightly more men (52.3%) than women (47.7%) and there is a small difference of 5% between the mean (average) pay for men and women. It is important to note that this figure is not based on individual roles; a man and woman performing the same role at Optionis Management Ltd are paid equally.

All new starters are recruited under the same salary structure for their role and their earnings ability depends on their performance and career progression. All employees are afforded the same opportunities, and internal roles are offered as a result of fair and consistent recruitment processes.

The median (middle value) of women's pay is 11% higher than men's. This can be explained by the fact that men's earnings across the business are very varied, for example men make up 64% of our highest earning bracket (upper quartile) and 71% of our lowest earning bracket (lower quartile). Whereas the vast majority of women fall into our middle earning brackets, making up 66% of our upper middle quartile and 60% of our lower middle quartile.

Bonuses are awarded according to job roles and performance targets being met. Targets are set fairly across the group to ensure equal earnings opportunity. Virtually the same proportion of men (19%) and women (20%) earned a bonus in this period. The mean (average) bonus earnings of men was 33% higher than women's.

