

# 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 Group 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 have done within one calendar year of 5th April 2018.

## Findings - Optionis Group Ltd – April 2018

1	Average gender pay gap as a mean average	2%	
2	Average gender pay gap as a median average	4%	
3	Average bonus as a mean average	28%	
4	Average bonus as a median average	17%	
5	Proportion of staff eligible for bonus	Male - 46%	Female - 44%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	54%	46%
	Upper middle quartile	44%	56%
	Lower middle quartile	45%	55%
	Lower quartile	58%	42%

## Summary

Optionis Group Ltd is an equal opportunities employer. We employ very slightly more men (50.20%) than women and there is a small difference of 2% 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 Group 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 men's pay is 4% higher than women's. However, in a change from last year, in each of the four quartiles the percentages of men and women are more level. For example, in the upper quartile men make up 54% and 58% of the lower quartile.

There is a similar proportion of men (46%) and women (44%) that earned a bonus in this period. The mean (average) bonus earnings of men was 28% higher than women's. Bonuses are awarded according to job roles and performance targets being met. Targets are set fairly across the group to ensure equal earnings opportunity.

