

Gender Pay Statement 2019

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 this within one calendar year of 5th April 2019.

Findings - Optionis Group Ltd – April 2019

1	Average gender pay gap as a mean average	3%	
2	Average gender pay gap as a median average	-6%	
3	Average bonus as a mean average	-5%	
4	Average bonus as a median average	7%	
5	Proportion of staff eligible for bonus	Male - 45%	Female - 45%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	52%	48%
	Upper middle quartile	45%	55%
	Lower middle quartile	48%	52%
	Lower quartile	64%	36%

Summary

Optionis Group Ltd is an equal opportunities employer. We employ very slightly more men (52%) than women and there is a small difference of 3% 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 women's pay is 6% higher than men. In relation to the quartiles, whilst the differences in the Upper and Lower Middle quartile are minimal, the difference in the median value is made up predominantly in the Upper Middle and Lower Quartile, with the latter being made up of 64% of Men and 36% of Women.

There is an equal proportion of men and women (45%) that earned a bonus in this period. The mean (average) bonus earnings of women was 5% higher than men. Bonuses are awarded according to job roles and performance targets being met. Targets are set fairly across the group to ensure equal earnings opportunity.

