

Gender Pay Gap

Report 2021



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 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 2021.

1	Average gender pay gap as a mean average	3%	
2	Average gender pay gap as a median average	1%	
3	Average bonus as a mean average	12%	
4	Average bonus as a median average	16%	
5	Proportion of staff eligible for bonus	Male 65%	Female 64%
6	Proportion of men and women in the four band pay groups	Male	Female
	Upper quartile	51%	49%
	Upper middle quartile	48%	52%
	Lower middle quartile	53%	47%
	Lower quartile	45%	55%

Summary

Optionis Group Ltd is an equal opportunities employer. We employ slightly more women (51%) than men (49%) and there is a difference of 11% 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 4% higher than men. In relation to the Upper Quartile, men are showing 2% higher, along with the lower middle where they are 6% higher. Women are also 10% higher in the Lower Quartile. There is an equal proportion of men (65%) and women (64%) that earned a bonus in this period. The mean (average) bonus earnings of women was 12% 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.