

# Building a brighter business

## 2017 gender pay gap report

We're passionate about employing the best people and ensuring that they are paid fairly, irrespective of gender or any other aspect of diversity.

### What's it about?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The analysis is based on data as at 5th April of each year.

The gender pay gap shows the differences in the average pay between men and women.

This is different to equal pay. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same. It is unlawful to pay people unequally because they are a man or a woman.

### What the data tells us

We are confident that men and women are paid on equal terms for doing the same jobs across the business. Where men and women are in the same role, women are earning the same as their male colleagues, while exactly the same proportion of men and women received a bonus this year.

The pay and bonus gap (evident below) therefore clearly stems from the uneven distribution of women across each quartile of the business. **Put simply, we want more women in senior and more highly-paid positions.**

### Pay and bonus gap

	Mean*	Median*
Pay gap	38%	40%
Bonus pay gap	76%	72%

This is the statutory calculation that we are required to publish. It shows the difference in average pay and bonus between all men and women within Octopus.

However, we know that we have some departments and jobs where we have no, or very few, female colleagues. If we exclude these departments from the data, the numbers reduce to:

	Mean*	Median*
Pay gap	5%	9%
Bonus pay gap	42%	26%

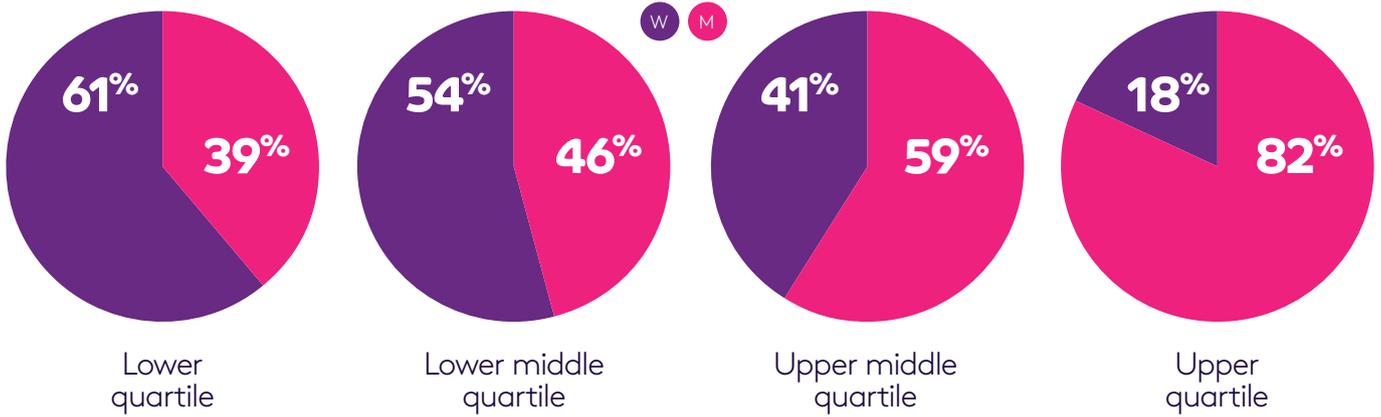
The small remaining differences are because we need to review the job titles that people have so that these better reflect the work that people do and the experience that they have.

\*The mean is the average of a list of numbers. The median is the middle value in all of the numbers listed in numerical order.

# octopus

A brighter way

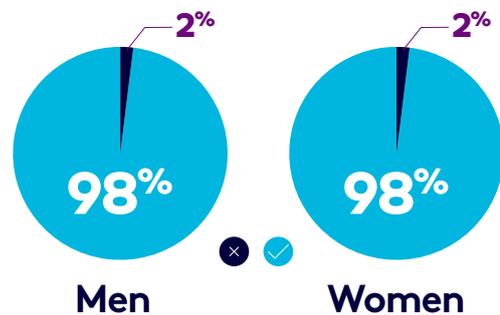
## Gender distribution



The data above illustrates the gender distribution across four equally sized quartiles of the business ie dividing our colleagues into 4 equal groups, from lowest to highest paid. **The data shows that Octopus has more senior men in higher paying roles, than women.**

The charts to the right shows the percentage of eligible men and women (permanent employees who started prior to 1 March) who were awarded a bonus in May 2017. **There is no difference between the number of men and women who were awarded a bonus.**

## Colleagues awarded a bonus



## What are we going to do?

**At Octopus, we have always been focused on recruiting the best people, irrespective of gender, ethnicity or personal beliefs.**

But we know we need to do better at attracting more women to senior roles. So, in 2017, we will:

- Hold unconscious bias training for senior managers
- Promote our existing policies more loudly – like flexible working and shared parental leave
- Encourage more staff to take part in our diversity initiative
- Incorporate a gender analysis tool into our annual pay process, to help managers see the impact of salary and bonus decisions in their teams' gender pay gap
- Offer a maternity and paternity mentoring scheme to all staff, alongside the more general mentoring programme

- Encourage all of our recruitment partners to shortlist a balanced and diverse set of candidates for every vacancy
- Actively support existing Octopus employees to succeed and grow into more senior positions

While we will never compromise on having the best person for the job, we will be relentless in our efforts to achieve a meritocratic culture.

*Simon Rogerson*

**Simon Rogerson**  
CEO, Octopus Group  
July 2017