

OT Group Limited Gender Pay Gap Report 2022

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Introduction

Helen Wellock – Head of Human Resources

Everyone is welcome at OT Group Limited. We all want to knock down barriers so everyone can thrive. Diversity, Equity, and Inclusion (DE&I) is an important part of our evolving People Strategy and is core to our wider Sustainability and Society strategy which hosts our commitments to support our local communities and the climate crisis.

We must create a culture in which everyone feels valued, supported, and empowered to thrive. We continue to make progress, but we know there is more to do if we are to build a truly inclusive business, where everyone feels they belong.

We are continuing our journey as there is much work to do over the next few years as we continue to strive for change. We will retain our focus on driving greater diversity, reducing the gender pay gap and work together to create an inclusive, equitable culture in which every member of staff can truly thrive. We all have a responsibility to embrace and support this aim and must continue to challenge behaviors and attitudes that prevent us from achieving this.

OT Group Limited is publishing this report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires all companies in the UK with 250 or more employees to report their gender pay gap.

OT Group Limited fully supports the objectives of the Regulations in increasing transparency regarding gender pay across our business and the wider industry.

Our business has grown significantly through acquisition in the last three years, with further ambitious growth targets. We are committed to integrating newly acquired business, ensuring best practices are shared and implemented and reporting annually on the Gender Pay Gap; and implementing measures to ensure continuous improvement and maintenance of our reputation as an employer of choice.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles. All UK employers with more than 250 employees are required to report their Gender Pay Gap. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels within the organisation.

Is Equal Pay different? The Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a gender pay gap.

The 2022 report provides a snapshot of the gender balance within the company as of 4 April 2022 and includes:

How is the Gender Pay Gap calculated?

1. The Mean

The Mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.

2. The Median

The Median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.

Our Data & Understanding Our Data

Gender Pay Gap Difference between men and women

The table below shows our mean and median hourly pay and bonus pay gaps. The hourly pay gap is based on the snapshot date of 4 April 2022. The bonus pay gap is based on the 12-month period to 4 April 2022.

	OT Group Ltd
Hourly Pay (mean)*	14.23%
Hourly Pay (Median)*	13.01%
Bonus Pay (Mean)*	51.07%
Bonus Pay (Median)*	12.50%

OT Group Limited

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Proportion of Employees Receiving a Bonus by Gender

The table below shows show the proportion of male and female employees who have received a bonus payment in the 12-month period to 4 April 2022.

	OT Group Ltd
Proportion of males receiving a bonus payment	6.64%
Proportion of females receiving a bonus payment	4.93%

The Percentage of Male and Female Employees by Quartile

The following table shows the gender distribution across the company in equal sized quartiles as at the snapshot date of 4 April 2022.

	OT Group Ltd	
	Males	Females
No. of Relevant Employees	228	213
Lower Quartile	48.18%	51.82%
Lower Middle Quartile	40.90%	59.09%
Upper Middle Quartile	50.90%	49.09%
Upper Quartile	66.36%	33.64%

Understanding Our Data

Our Mean Gender Pay Gap is 14.23% in 2022 and our Mean Gender Bonus Gap is 51.07% in 2022. The number of women in the upper payment quartile during this period is 33.64%.

The UK Mean Gender Pay Gap is reported as 5.5% in 2022, down from 5.8% in 2021, and down from 6.5% in 2020.

Our Progress to Date

We are developing a longer-term strategy; however, our pay gap has been influenced by rapid growth and having grown largely by acquisition and employees transferring in under Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE"), we have a mix of terms and conditions. This is particularly prevalent where some areas of our business have contractual bonuses, which is

reflected in the reporting. There are more men than women in senior roles and whilst we continue to look to improve our gender balance across the business, more men in the most senior roles have contributed to our Gender Pay Gap.

The recruitment pipeline of women joining us through entry programmes will always remain important. This focus is vital for future gender diversity within the business, and it will increase our pay gap in the short term. Attracting talent into OT Group Limited is core to maintaining and growing the business and meeting our strategic business objectives.

We continue to prioritise colleague well-being and engagement, creating an environment where staff are supported, with this in mind we have continued to develop our Lifeworks App to all our colleagues, this provides everyone with a comprehensive platform that will make a positive impact on all our colleagues' mental health and wellbeing and includes an EFAP (employee and family assistance programme). It supports mental, physical, financial and social wellbeing to help them to be their best and most productive selves.

Looking ahead

We will continue to progress work on our talent attraction strategy and recruitment processes, and we are reviewing and building progressive policies benefits to ensure they are inclusive.

As we continue to develop and engage our colleagues in our ED&I strategy, as we gather more data from colleagues, we will be able to conduct targeted analysis, so we understand the specific challenges our colleagues face and provide data-informed solutions.

Summary

Andrew Jones - CEO

At OT Group Limited we are committed to equality of opportunity and follow practices which are free from unfair and unlawful discrimination. We do this not just because it's the right thing to do, but because we need diverse perspectives to generate the best ideas to help serve our customers in the best way possible.

While we continue to take active steps towards creating meaningful change, we recognise we still have work to do. Our focus in 2023 is firmly on driving equity for our staff, expanding increasing diversity in leadership, championing DE&I Learning and Development and allowing our staff to have a voice.

In our last customer insight survey, DE&I and employee health, safety and wellbeing were the most important issues that were being faced. Over 40% of our customers saw DE&I as an area that was important to them and an area that we as a business needed to prioritize.

As we move forward as One Team, with One Vision and One Goal to win together, DE&I will become an increasingly important area to embrace and drive forward.