Agilisys Gender Pay Gap 2023

June 2023

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Key definitions

Mean: The mean figure is the difference between the average of men's and women's pay in an entity (i.e., when added together and divided by the number of either men or women to get that average).

Median: The median figure is the difference between the midpoints in the ranges of men's and women's pay (i.e., the middle salary in a list of the men in an employing entity, compared with the middle salary in a list of women in that entity.

TUPE:TUPE stands for the Transfer of Undertakings (Protection of Employment) Regulations.

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Introduction

Our vision is to unlock the potential of technology for public services and to transform services that improve the lives of millions of citizens. At the heart of how we work are our values of innovation, passion, integrity, and partnership.

We know our mission can only be achieved through a diverse workforce.

We reported our first gender pay gap in 2018 and annually thereafter to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The reports contain information on pay gap, pay quartiles and the proportion of men and women who receive a bonus.

Organisational Context

In 2022 the technology market saw volatility, with the emergence of new technologies such as generative AI, along with change in government which lead to Agilisys reviewing its' business strategy and market alignment. During 2022 through to the early part of 2023 Agilisys went through a significant period of change where the business was restructured to support market trends.

Cost of Living

All though it will start to fall, the cost of living remains high, and this is having an impact on the value of earnings for our people. The impact is greater for those who earn less. When building our remuneration plans, we have to take these factors into account to ensure that they are affordable but allow us to support our people Whilst remaining competitive.

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At a Glance AG Limited 2023

	Male	Female
Gender split of full-time relevant employees	61%	39%

	Mean	Median
Gender Pay Gap	26.9% ▲2.24% 2022	31.1% ▼2.2% 2022
Gender Bonus Gap	17.9% ▼26.6% 2022	7.14% ▼66.4% 2022

	Male	Female
Proportion who received a bonus	72.6% ▼2.7% 2022	35.5% ▼30.6% 2022

AG Limited	Male	Female
Upper	78.2%	21.8%
Upper Middle	62.8%	37.2%
Lower Middle	59.0%	41.0%
Lower	47.0%	53.0%

Key Headlines:

Gender Pay Gap
Over the course of 2022 and 2023 Agilisys went through a period of restructuring which saw senior female hires leave the business. As a result, the mean gender pay gap increased by 2.24% from 2022 to 26.9%. This is because women hold fewer senior position with the company than men.

Bonus Gap
In 2022 by exception, we were able to distribute bonus payments to our contact centre staff who are predominantly women. In 2023 the number of women who received a bonus reduced by 30.6% to 35.5% and as a result the bonus gap mean dropped by 26.6% to 17.9%.

The bonus pay gap exists because we have fewer senior women who are eligible for bonus.

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Taking Action

Over the course of the last year Agilisys has been through a significant period change as a result of restructuring activity to ensure that we are more closely aligned to our new strategy and right sized to enable growth for the future. Our action plan this year is:

- **Inclusive Communities** - we are acutely aware networking not only creates a sense of belonging and fulfilment but also contributes to an individual's professional success. We will be looking to bring all our Diversity and Inclusion-focussed networks into a single network, with the aim of providing a sense of community, being a forum for staff to raise any matters impacting them, as well as raising diversity to create a genuine sense of belonging.

- **Learning, Education and Development** - We have increased the learning resources available to our staff so that they can further their knowledge in diversity and inclusion. The education of all our staff about the importance of diversity and inclusion and the decisions they make both conscious and unconscious is fundamental to our culture of belonging.

- **Reward Strategy** - Over recent years having moved away from salary and bonus awards being a percentage of base pay to pound amount increases we will look to proactively close any pay discrepancies

- **Leadership Accountability** - Each of our leaders are being held to account and as such all have Belonging performance objectives, these objectives focus on diversity results such as hiring decisions, promotions and inclusion for existing staff. By committing to tangible and focused actions in their business areas and championing divisional objectives this will create a culture of belonging.

Simon Mounsey
Chief People Officer

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Year on Year Comparisons

Date	Gender pay gap (Mean)	Gender pay gap (Median)	Gender bonus gap (Mean)	Gender bonus gap (Median)	Males receiving a bonus	Females receiving a bonus
April 2019	34.9	34.2	50.8	25	42.1%	23.0%
April 2020	33.3	39.8	62.7	16.7	42.7%	27.1%
April 2021	27.5	30.9	41.7	0.8	54.4%	33.1%
April 2022	24.6	33.4	44.5	73.5	75.3%	66.1%
April 2023	26.9	31.1	17.9	7.14	72.6%	35.5%

	Lower		Lower-Middle		Middle-Upper		Upper	
Date	Female	Male	Female	Male	Female	Male	Female	Male
April 2019	62.7	37.3	46.6	53.4	34.1	65.9	21.7	78.3
April 2020	57.6	42.4	45.1	54.9	31.4	68.6	20.0	80.0
April 2021	51.8	48.2	43.3	56.7	32.8	67.2	20.8	79.2
April 2022	55.4	44.6	41.7	58.3	35.6	64.4	22.8	77.2
April 2023	53.0	47.0	40.9	59.1	37.2	62.8	21.8	78.2

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Thank You

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