



UK Gender Pay Gap

2021 Statement

Background

The Gender Pay Gap Information Regulations 2017 (the “Regulations”) came into force in April 2017. The Regulations are designed to increase transparency in differences between the average pay of men and women and encourage employers to take more action to reduce or eliminate their gender pay gap.

The gender pay gap is a measure of the difference in average pay received by men and women. It is expressed as a figure representing the difference in women’s pay as a percentage of that received by men. It is vital to recognise that the gender pay gap is different to equal pay. An equal pay gap is a discriminatory pay difference between men and women who carry out the same job or jobs, rated as equivalent, or work of equal value.

The presence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters but is more of an indicator of the diversity of an organisation across all its levels.

Understanding the Gender Pay Gap calculations

Our gender pay gap figures have been calculated in line with the government regulations and show the mean¹ and median² pay gap (based on hourly rates of pay at 05 April 2021) and mean and median bonus³ gap (based on bonuses paid in the 12 months to 05 April 2021).

About our results

Using the calculations set out in the gender pay gap reporting regulations, the overall BT UK gender pay gap figures, which capture all entities within scope, have increased this year to 6.7% at median and 5.0% at mean, versus 5.0% and 4.9% in 2020, respectively. The figures sit below the telecommunications industry (19.6%) and UK (15.4%) averages (Office for National Statistics estimated data for 2021).

As shown within our 2020 report, BT’s UK Gender Pay Gap is driven by the low representation of women in senior roles. At BT just under 24% of our overall workforce are women. However, a large proportion hold administrative and contact centre roles (36.8%) within our lower hourly pay quarter.

Over the past year some of our D&I initiatives have concentrated on attracting more women into roles primarily held by men in the past, such as in engineering. As these roles usually start with apprenticeships, we have seen an increase in the number of women within our lower hourly pay quarter, which has led to the increase in our mean and median pay gaps. In addition to initiatives helping more women enter roles historically held by men, we know we need to increase our female population in more senior, higher paid roles to reduce our pay gap.

¹ Mean Pay Gap - The mean is what is commonly described as the average. It involves adding together the pay or bonuses of employees and then dividing by the number of employees.

² Median Pay Gap - The median is the middle value of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus.

³ The proportion receiving a bonus – showing the proportion of men and women in receipt of a bonus as a percentage of the population.

⁴ Pay Quarters - The pay quarters figures show the proportion of men and women in each pay quarter. To work out the number of men and women in each ‘quarter’, the total number of employees are ranked by hourly pay rate. Then the list is divided into four ‘quarters’, with an equal number of employees in each (i.e. 25% of the total population). We then calculate the proportion of male and female employees in each quarter pay band.

The bonus gaps reflect the overall pay gap. However, the required calculations do not adjust for part-time working. This means the bonus of colleagues working full time is compared with colleagues working part time on an absolute basis. As more women work part time and most bonuses are based on a percentage of salary, this exaggerates the bonus gap. Part-time and flexible working are key initiatives at BT and we aim to foster inclusion by helping all our colleagues reach a work-life balance which suits them and their individual circumstances.

Reporting our progress

In previous years we have published an annual Gender Pay Gap report, detailing information about our initiatives and activities to reduce the gap by increasing the number of women working at BT, especially in senior roles. These previous reports can be found here

[Diversity and inclusion](#) | [Our people](#) | [About BT](#) | [BT Plc](#).

This year the information previously included within our GPG reports will be included within our 2022 Diversity and Inclusion (D&I) report which will be published at the same time as our 2022 Annual Report and Manifesto report (previously called the BT Group plc Digital Impact and Sustainability Report).

The D&I report will include details of our UK Gender and Ethnicity pay gaps, as well as the demographics of our workforce and progress towards our D&I targets and ambitions. The D&I report will also detail the breadth of work taking place across BT Group to increase all forms of diversity within our workforce and to ensure we have an inclusive culture.

For further information please contact Jackie Beer, Group Diversity & Inclusion Director, or Bob Costa, Group Compensation Director.

Our Figures

BT Overall Gender Pay Gap

| Pay Gap | |
|---------|--------|
| Mean | Median |
| 5.0% | 6.7% |

| Pay Quarters | Men | Women |
|--------------|-------|-------|
| Upper | 77.0% | 23.0% |
| Upper Middle | 80.1% | 19.9% |
| Lower Middle | 84.7% | 15.3% |
| Lower | 63.2% | 36.8% |

| Bonus Gap | |
|-----------|--------|
| Mean | Median |
| 4.2% | 22.1% |

| | Men | Women |
|------------------------------|-------|-------|
| Proportion receiving a bonus | 82.1% | 83.4% |

British Telecommunications plc

| Pay Gap | |
|---------|--------|
| Mean | Median |
| 10.8% | 12.9% |

| Pay Quarters | Men | Women |
|--------------|-------|-------|
| Upper | 74.4% | 25.6% |
| Upper Middle | 74.7% | 25.3% |
| Lower Middle | 62.2% | 37.8% |
| Lower | 59.9% | 40.1% |

| Bonus Gap | |
|-----------|--------|
| Mean | Median |
| 28.9% | 26.9% |

| | Men | Women |
|------------------------------|-------|-------|
| Proportion receiving a bonus | 79.4% | 81.2% |

EE Limited

| Pay Gap | |
|---------|--------|
| Mean | Median |
| 6.1% | 3.9% |

| Pay Quarters | Men | Women |
|--------------|-------|-------|
| Upper | 63.5% | 36.5% |
| Upper Middle | 55.5% | 44.5% |
| Lower Middle | 51.3% | 48.7% |
| Lower | 49.4% | 50.6% |

| Bonus Gap | |
|-----------|--------|
| Mean | Median |
| 25.3% | 27.8% |

| | Men | Women |
|------------------------------|-------|-------|
| Proportion receiving a bonus | 95.7% | 94.0% |

Openreach Limited

| Pay Gap | |
|---------|--------|
| Mean | Median |
| -10.6% | -14.2% |

| Pay Quarters | Men | Women |
|--------------|-------|-------|
| Upper | 84.3% | 15.7% |
| Upper Middle | 92.9% | 7.1% |
| Lower Middle | 95.8% | 4.2% |
| Lower | 90.9% | 9.1% |

| Bonus Gap | |
|-----------|--------|
| Mean | Median |
| -50.0% | 17.2% |

| | Men | Women |
|------------------------------|-------|-------|
| Proportion receiving a bonus | 81.7% | 75.8% |

Plusnet plc

| Pay Gap | |
|---------|--------|
| Mean | Median |
| 5.8% | 2.7% |

| Pay Quarters | Men | Women |
|--------------|-------|-------|
| Upper | 74.4% | 25.6% |
| Upper Middle | 69.1% | 30.9% |
| Lower Middle | 76.8% | 23.2% |
| Lower | 62.5% | 37.5% |

| Bonus Gap | |
|-----------|--------|
| Mean | Median |
| 23.0% | 8.8% |

| | Men | Women |
|------------------------------|-------|-------|
| Proportion receiving a bonus | 90.9% | 84.1% |

Statutory declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Debbie White

Chief Human Resources Officer

18 March 2022