

Public

# UK Gender Pay Gap

2022 Statement

3 April 2023

**BT Group**



# Contents

	<b>Page</b>
Background	3
Understanding the Gender Pay Gap calculations	3
About our results	3
Reporting our progress	4
Statutory declaration	4
Our figures	5
BT Group Gender Pay Gap	5
Entities	6
BT Plc	7
EE Ltd	8
Openreach	9
Plusnet	10
BONUS	11
BONUS Participation	11

# 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. They show the mean<sup>1</sup> and median<sup>2</sup> pay gap (based on hourly rates of pay at 05 April 2022) and mean and median bonus<sup>3</sup> gap (based on bonuses paid in the 12 months to 05 April 2022).

## About our results

Using the calculations set out in the gender pay gap reporting regulations, the overall BT Group UK gender pay gap figures, which capture all entities within scope, have decreased this year to 6.1% at median and 3.7% at mean, versus 6.7% and 5.0% in 2021, respectively. The figures sit below the telecommunications industry (19.6%) and UK (14.9%) averages (Office for National Statistics estimated data for 2021). BT Group’s UK Gender Pay Gap is driven by the low representation of women at all levels across the company, including senior level roles. In the UK, amongst the entities within scope just under 24% of our overall workforce are women. However, a large proportion hold administrative and contact centre roles within our lower hourly pay quarter<sup>4</sup>. 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 and sales. We have seen an improvement in representation of women in the upper and lower middle pay quarters, and a reduction in the lower and upper middle pay quarters. These movements are associated with the recruitment and progression of women into more senior roles. In addition to those initiatives focused on helping more women enter roles historically held by men, to further reduce our pay gap we know we need to increase our female population in more senior, higher paid roles.

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<sup>1</sup> 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.

<sup>2</sup> 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.

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

<sup>4</sup> 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.

# 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 Group, especially in senior roles.

[These previous reports can be found here.](#) This year the information previously included within our GPG reports will be included within our 2023 Annual Report and Accounts (ARA). The ARA 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 ARA will also provide an overview of the 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 Steve Cunningham, Director of Organisational Effectiveness and Talent, or Bob Costa, Group Compensation Director.

## 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.



**Athalie Williams**

Chief Human Resources Officer

BT Group

3 April 2023

# Our figures

## BT Group Gender Pay Gap

Pay Gap	Median	Mean
2022	6.1% (-0.6)	3.7% (-1.3)
2021	6.7% (+1.7)	5.0% (+0.1)
2020	5.0% (+0.2)	4.9% (+0.2)

Entity	Headcount	Mean	Diff 021	Median	Diff 2021
BT Group plc	79,023	6.1%	-0.6%	3.7%	-1.3%
BT Plc	34,246	9.8%	-1.0%	13.3%	0.4%
EE Ltd	8,306	6.6%	0.5%	4.8%	0.9%
Openreach Limited	35,774	-5.1%	5.5%	-3.0%	11.2%
Plusnet plc	697	-4.0%	-9.8%	-2.6%	-5.3%

Pay quarter	BT Group (UK)			
	M	F	Range / Hour	Range / FTE
Overall distribution (full pay relevant employees)	76.4%	23.6%	> Above Below <	> Above Below <
Q4: Upper	76.7% (-0.3)	23.3% (+0.3)	>£21.26	>£41,600
O3: Upper middle	81.1% (+1.0)	18.9% (-1.0)	<£21.26	<£41,600
			>£17.21	>£33,675
Q2: Lower middle	83.4% (-1.3)	16.62% (+1.3)	>£17.21	<£33,675
			>£14.42	>£28,216
Q1: Lower	64.2% (+1.0)	35.8% (-1.0)	<£14.42	<£28,216
			>£7.97	<£15,595

Bonus Gap	Median	Mean
2022	21.2% (-0.9)	2.8% (-1.4)
2021	22.1% (+10.1)	4.2% (+0.8)
2020	12% (+33.5)	3.4% (-5.9)

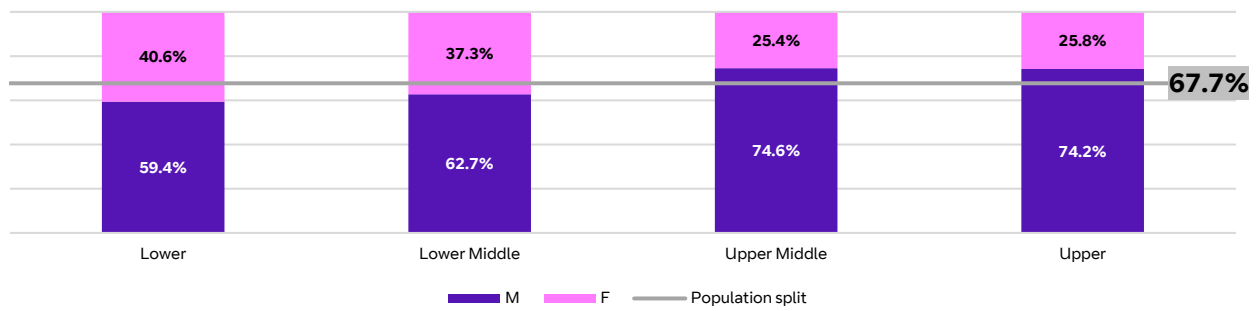
Colleagues Receiving a Bonus		
Year	M	F
2022	93.3%	92.0%
2021	82.1%	83.4%
2020	75.6%	78.7%

# Entities

## BT Plc

BT Plc	2022		2021	
Quarter	M	F	M	F
Lower	59.4%	40.6%	59.9%	40.1%
Lower Middle	62.7%	37.3%	62.2%	37.8%
Upper Middle	74.6%	25.4%	74.7%	25.3%
Upper	74.2%	25.8%	74.4%	25.6%

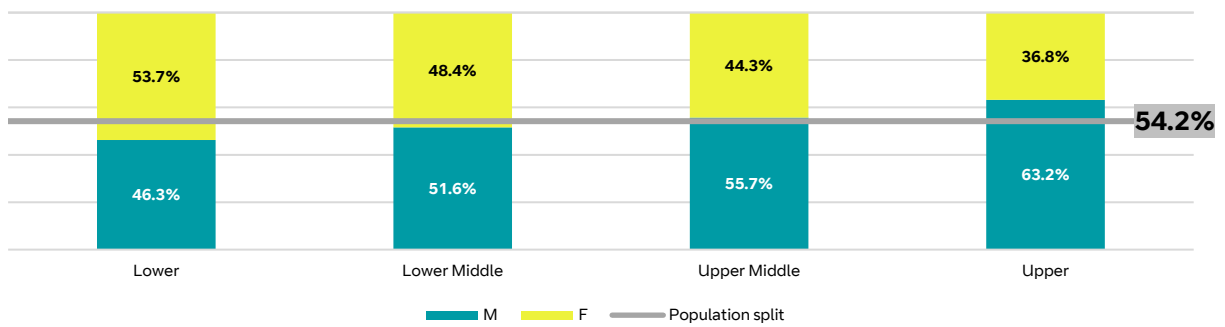
## BT Plc



## EE Ltd

EE Ltd	2022		2021	
Quarter	M	F	M	F
Lower	46.3%	53.7%	49.4%	50.6%
Lower Middle	51.6%	48.4%	51.3%	48.7%
Upper Middle	55.7%	44.3%	55.5%	44.5%
Upper	63.2%	36.8%	63.5%	36.5%

## EE Ltd

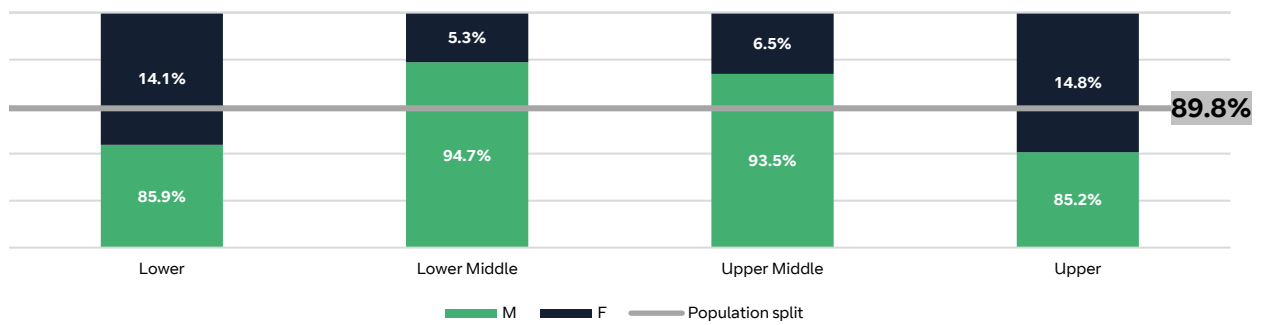




## Openreach

Openreach	2022		2021	
Quarter	M	F	M	F
Lower	85.9%	14.1%	90.9%	9.1%
Lower Middle	94.7%	5.3%	95.8%	4.2%
Upper Middle	93.5%	6.5%	92.9%	7.1%
Upper	85.2%	14.8%	84.3%	15.7%

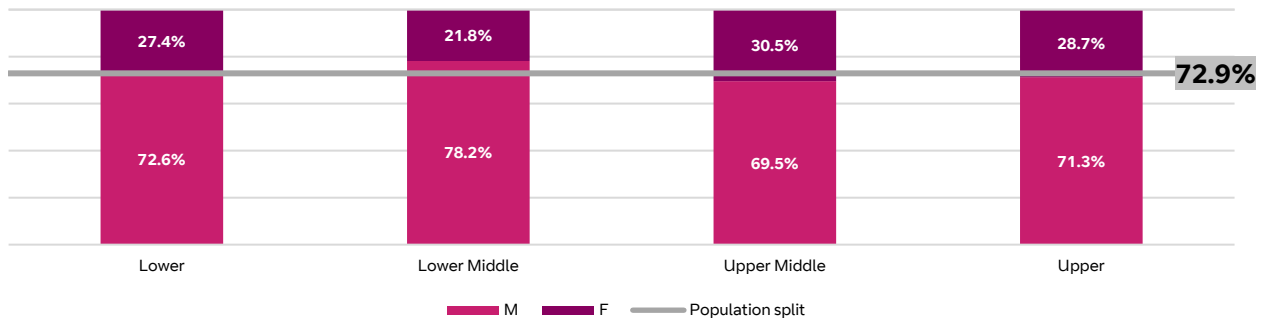
## Openreach



## Plusnet

Plusnet		2022		2021	
Quarter	M	F	M	F	
Lower	72.6%	27.4%	62.5%	37.5%	
Lower Middle	78.2%	21.8%	76.8%	23.2%	
Upper Middle	69.5%	30.5%	69.1%	30.9%	
Upper	71.3%	28.7%	74.4%	25.6%	

## Plusnet



BONUS 2022				
Entity	Mean	Diff 2021	Median	Diff 2021
BT Plc	22.9%	-6.0%	20.2%	-6.7%
EE Ltd	23.8%	-1.5%	23.5%	-4.3%
Openreach Limited	-12.4%	37.6%	28.9%	11.7%
Plusnet Plc	13.5%	-9.5%	11.6%	2.8%

BONUS Participation 2022			
Entity	Gender	Percentage	Variation compared to 2021
BT Plc	F	91.80%	10.60%
	M	92.10%	12.70%
EE Ltd	F	94.50%	0.50%
	M	94.80%	-0.90%
Openreach Limited	F	89.60%	13.80%
	M	94.00%	12.30%
Plusnet Plc	F	90.10%	6.00%
	M	92.90%	



April 2023

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