

UK Gender Pay Gap

2023 Statement

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28 March 2024

BT Group

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Background

The Equality Act 2010 (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 mean¹ and median² pay gap (based on hourly rates of pay at 05 April 2022) and mean and median bonus³ 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, the mean pay gap widened from 3.7% in 2022 to 4% in 2023 and the median pay gap narrowed from 6.1% in 2022 to 5.6% in 2023. The figures sit below the telecommunications industry (6.3% mean and 9.7% median) and UK (13.2% mean and 14.3% median) averages (Office for National Statistics estimated data for 2023). 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 (for BT Group covering all entities in scope) just under 24% of our overall workforce are women. A large proportion of which hold administrative and contact centre roles within our lower hourly pay quarter⁴. Over the past year our inclusion, equity and diversity 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 female representation amongst our senior roles, such that the percentage of women in the upper quartile (by pay) mirrors the overall figure for female representation at 24%. 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 need to increase our female population in more senior, higher paid roles.

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.

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 2024 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 Inclusion, Equity and Diversity 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, Jessica Norton, Director of Group Reward

Statutory declaration

BT Group is committed to building a truly equitable and inclusive culture across our business. For me, pay gap reporting is about much more than pay, it shines a light on the systemic causes of inequality. Only by asking the question, can we see the changes we need to make, both inside and also beyond an organisation.



Athalie Williams

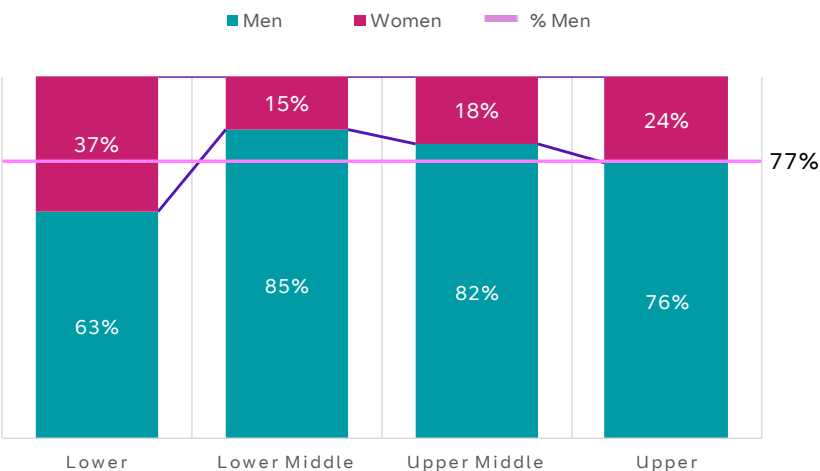
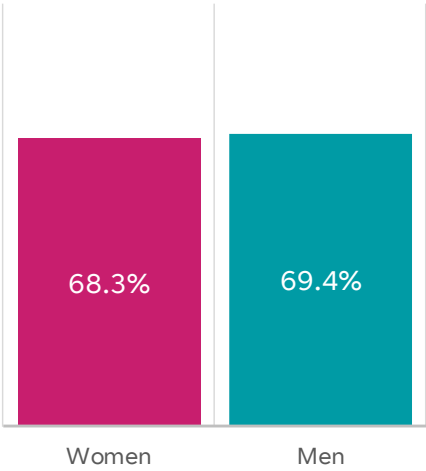
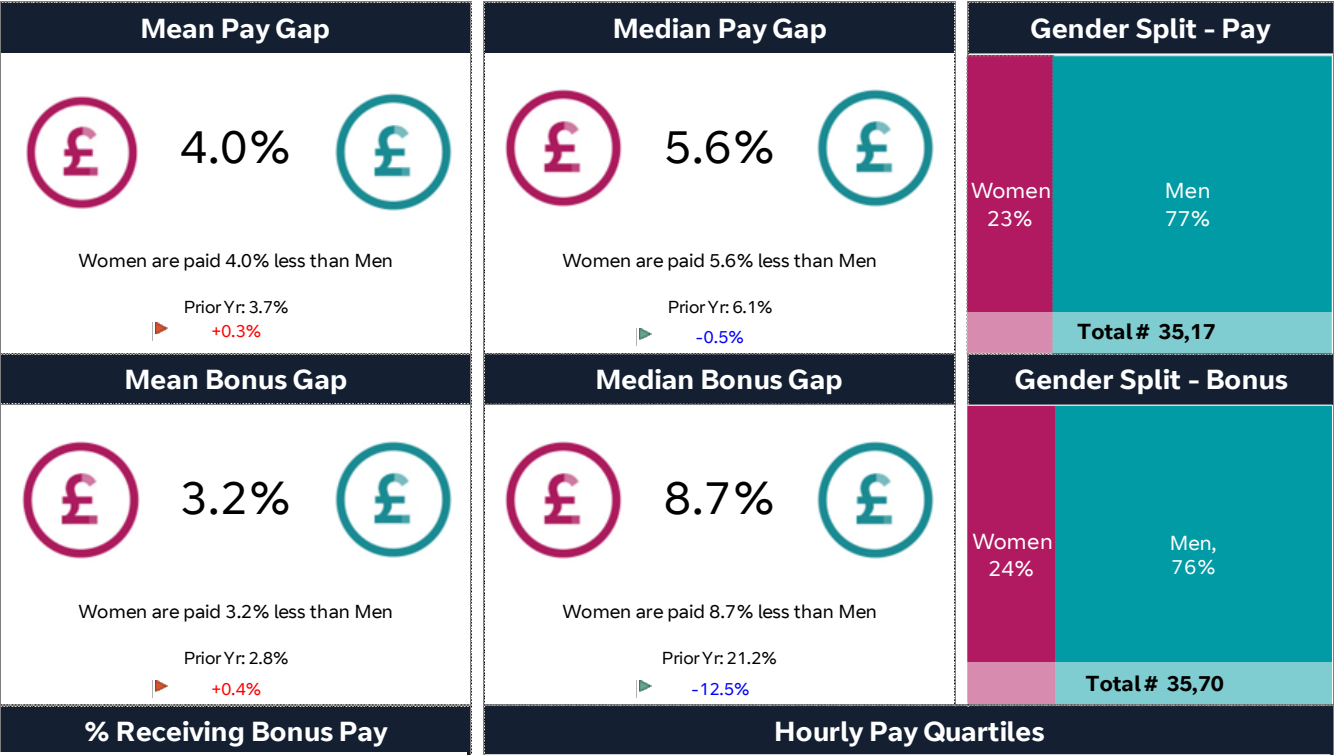
Chief Human Resources Officer

BT Group

28 March 2024

Our figures

BT Group Gender Pay Gap



GENDER	2023	BT plc	EE Ltd	Openreach Limited	Plusnet plc	BT Group Overall
GPG PAY SPLIT #	# Women	7,247	7,027	3,540	236	18,050
	# Men	18,371	8,506	31,638	501	59,016
GPG PAY SPLIT %	% Women	28%	45%	10%	32%	23%
	% Men	72%	55%	90%	68%	77%
GPG PAY GAP	Mean Pay Gap	7.5%	2.9%	-5.1%	1.8%	4.0%
	Median Pay Gap	9.0%	-0.5%	-2.1%	3.5%	5.6%

GPG REC'D BONUS %	Rec'd Bonus - % Women	60%	78%	65%	69%	68%
	Rec'd Bonus - % Men	60%	84%	70%	74%	69%
GPG BONUS GAP	Mean Bonus Gap	18.3%	30.1%	-46.0%	4.5%	3.2%
	Median Bonus Gap	12.1%	30.1%	0.0%	14.8%	8.7%

Dataset includes all employees active as at the snapshot date of 5 April and within the four main reporting entities, plus two executives within the BT Group entity.

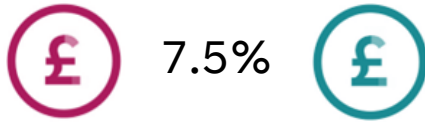
Pay Gap: only includes employees receiving full pay in April 2023

Bonus Gap: All employees, using the total bonus/variable pay for the 12 months up to April snapshot date

Pay Gap Results by Entities

BT plc

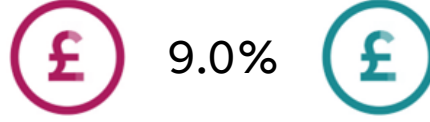
Mean Pay Gap



Women are paid 7.5% less than Men

Prior Yr: 9.8%
-2.3%

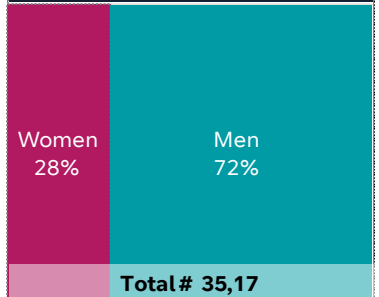
Median Pay Gap



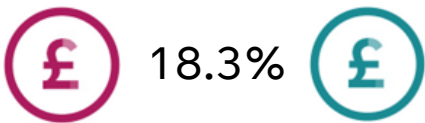
Women are paid 9.0% less than Men

Prior Yr: 13.3%
-4.3%

Gender Split - Pay



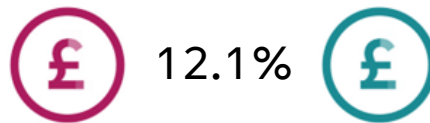
Mean Bonus Gap



Women are paid 18.3% less than Men

Prior Yr: 22.9%
-4.6%

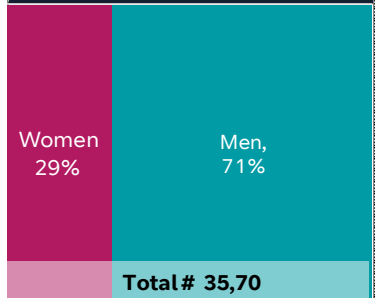
Median Bonus Gap



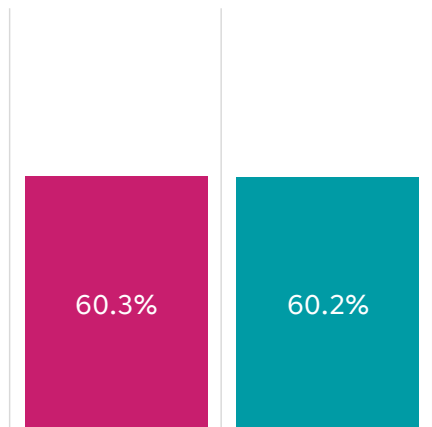
Women are paid 12.1% less than Men

Prior Yr: 20.2%
-8.1%

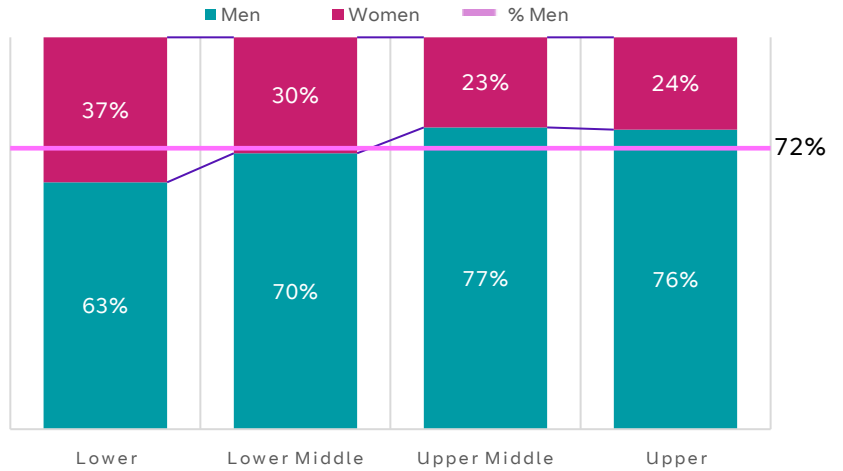
Gender Split - Bonus



% Receiving Bonus Pay

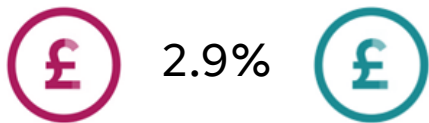


Hourly Pay Quartiles



EE Ltd

Mean Pay Gap



Women are paid 2.9% less than Men

Prior Yr: 6.6%
-3.7%

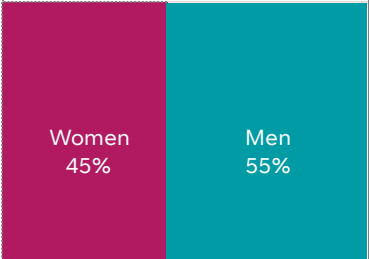
Median Pay Gap



Women are paid -0.5% more than Men

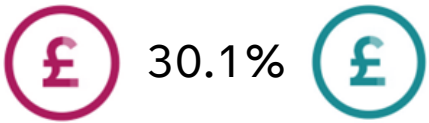
Prior Yr: 4.8%
-5.3%

Gender Split - Pay



Total # 35,17

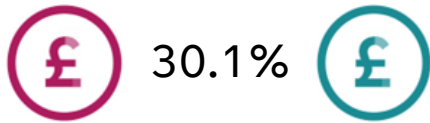
Mean Bonus Gap



Women are paid 30.1% less than Men

Prior Yr: 23.8%
+6.2%

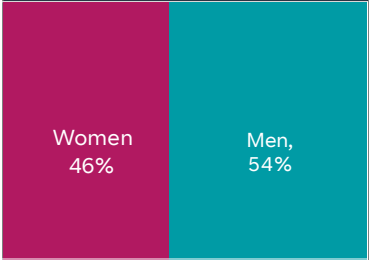
Median Bonus Gap



Women are paid 30.1% less than Men

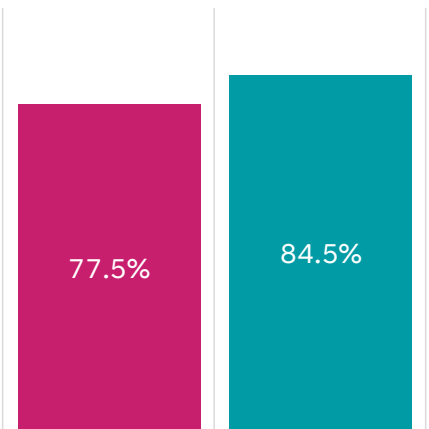
Prior Yr: 23.5%
+6.6%

Gender Split - Bonus



Total # 35,70

% Receiving Bonus Pay



Women

Men

Hourly Pay Quartiles



Lower

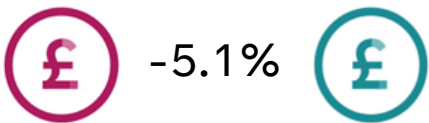
Lower Middle

Upper Middle

Upper

Openreach Limited

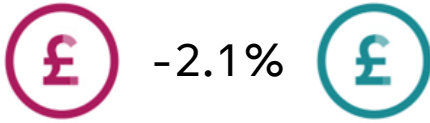
Mean Pay Gap



Women are paid -5.1% more than Men

Prior Yr: -5.1%
+0.1%

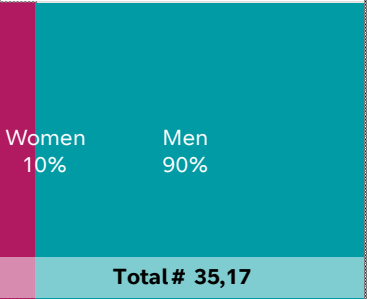
Median Pay Gap



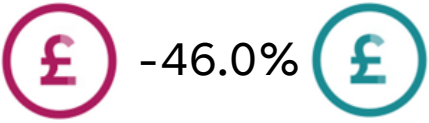
Women are paid -2.1% more than Men

Prior Yr: -3.0%
+0.9%

Gender Split - Pay



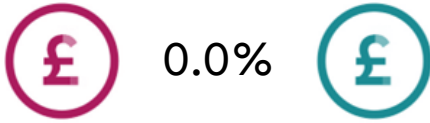
Mean Bonus Gap



Women are paid -46.0% more than Men

Prior Yr: -12.4%
-33.6%

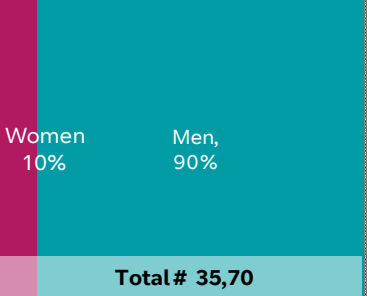
Median Bonus Gap



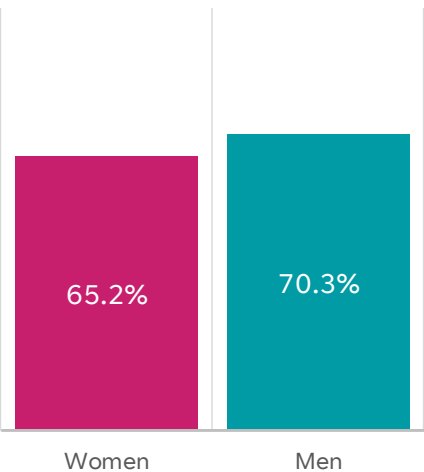
Women are paid 0.0% less than Men

Prior Yr: 28.9%
-28.9%

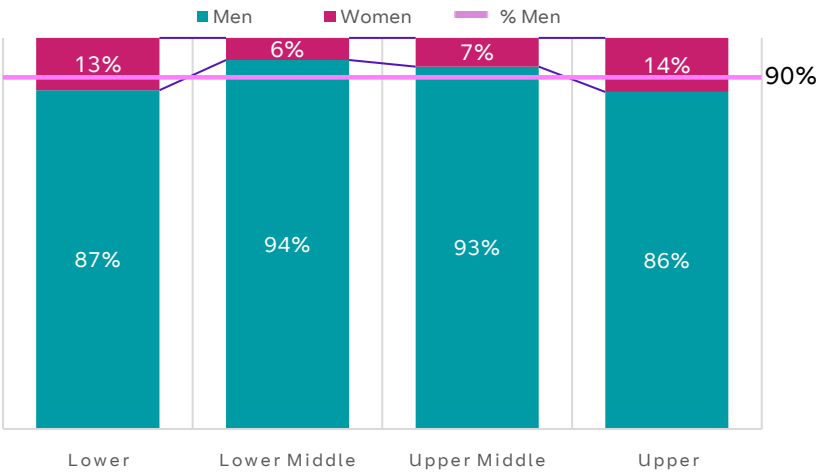
Gender Split - Bonus



% Receiving Bonus Pay



Hourly Pay Quartiles



Plusnet plc

Mean Pay Gap



Women are paid 1.8% less than Men

Prior Yr: -4.0%
+5.8%

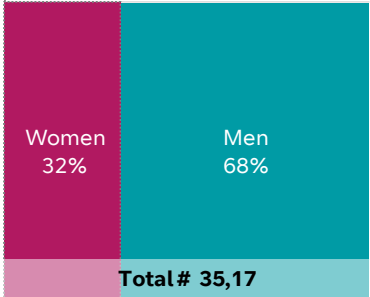
Median Pay Gap



Women are paid 3.5% less than Men

Prior Yr: -2.6%
+6.0%

Gender Split - Pay



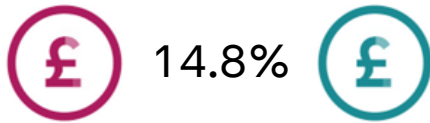
Mean Bonus Gap



Women are paid 4.5% less than Men

Prior Yr: 13.5%
-9.0%

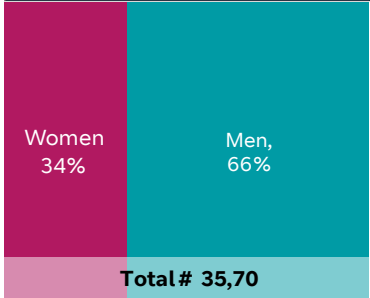
Median Bonus Gap



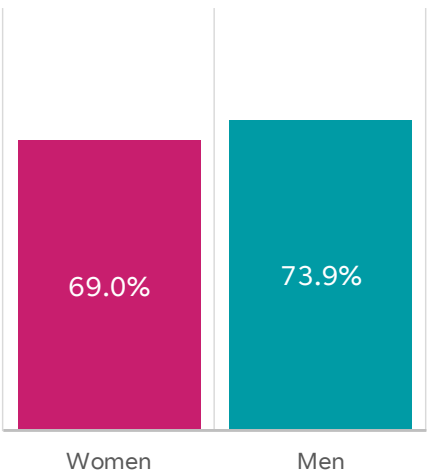
Women are paid 14.8% less than Men

Prior Yr: 11.6%
+3.1%

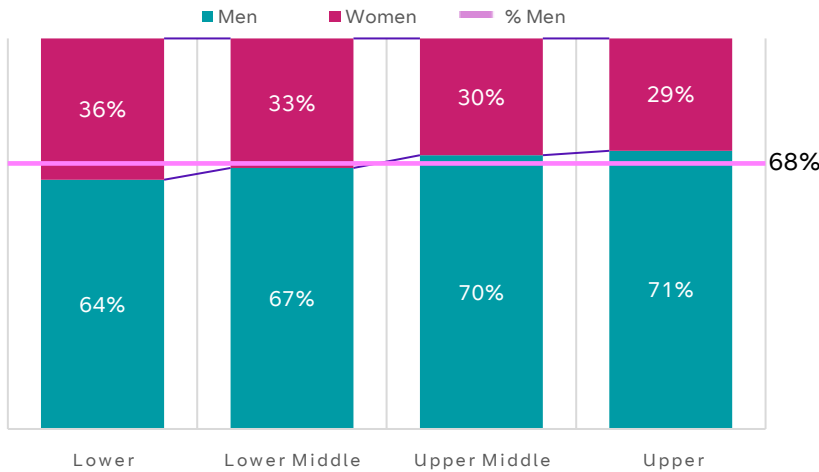
Gender Split - Bonus



% Receiving Bonus Pay



Hourly Pay Quartiles





March 2024

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