

# Our Gender Pay Gap



**MARCH 2023**

(Reported March 2024)



# OUR GENDER PAY GAP

**Legislative Requirements mean all UK Companies with 250 or more employees are required to publish gender pay information using hourly rates of pay as at 31st March and bonus payments received in the 12 months leading up to the 31st March:**

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

## ABOUT OPUS PEOPLE SOLUTIONS

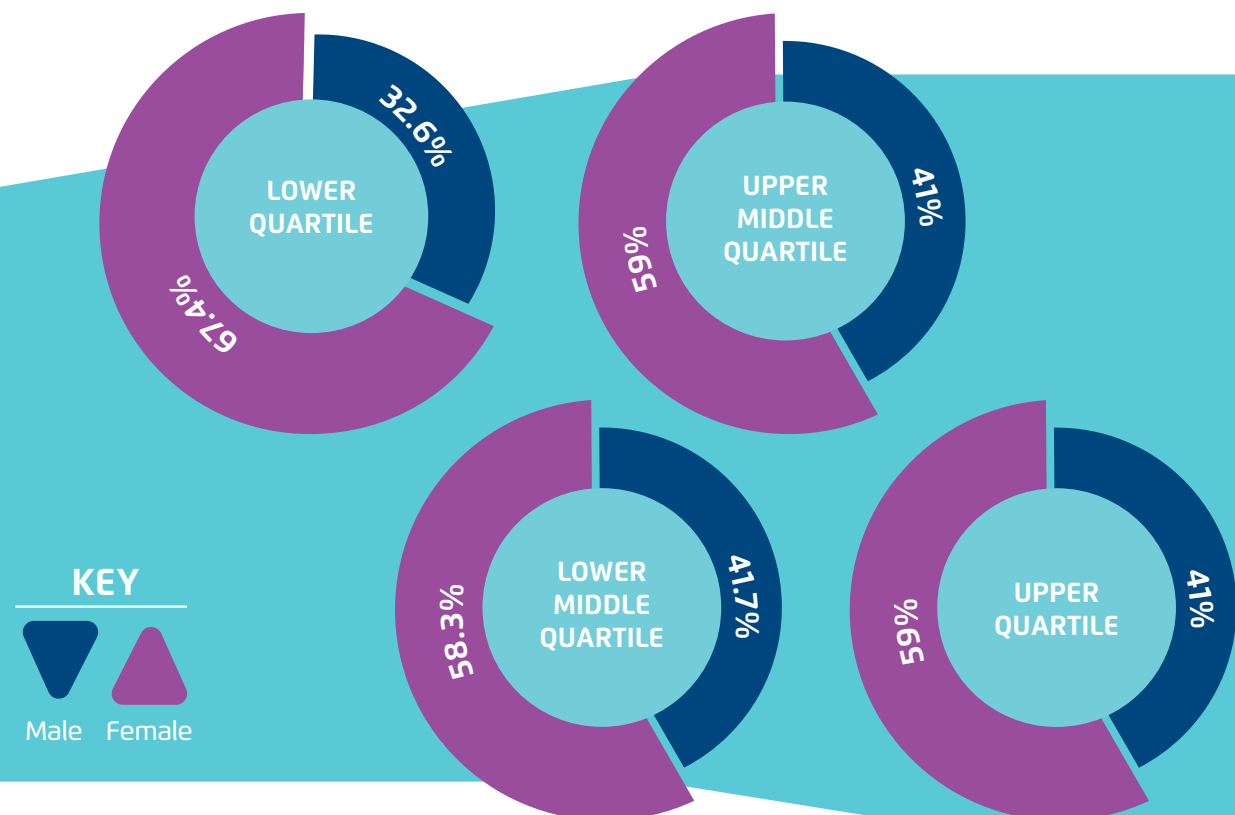
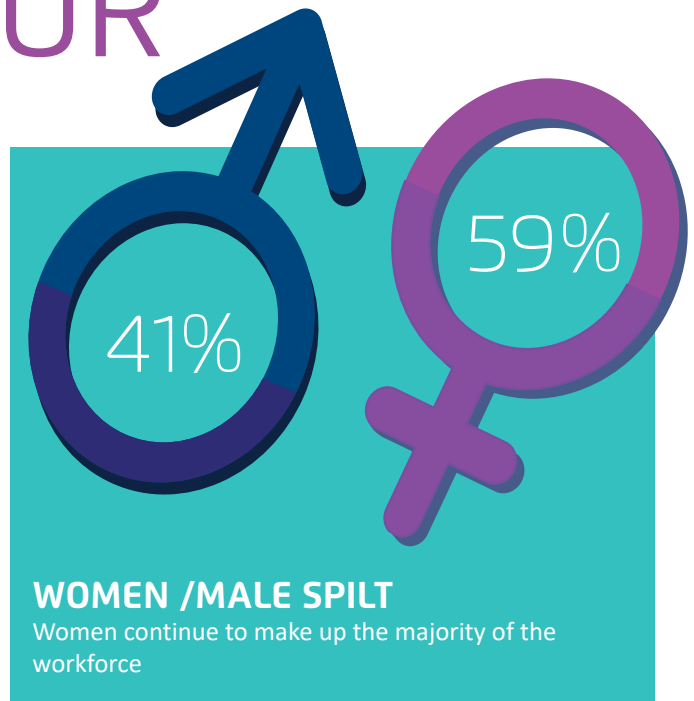
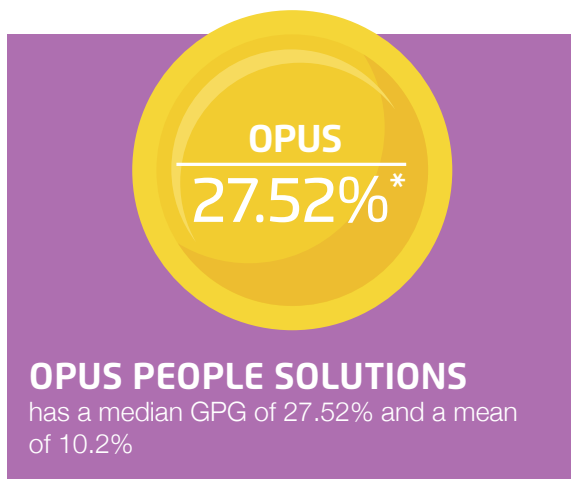
Opus has successfully been providing resourcing solutions since 2004 and have continued to grow and diversify our business.

People are the heart of our business delivering great service every day. We are committed to ensuring that our colleagues have the best opportunities to develop and succeed and are part of an organisation that promotes a fair and inclusive work place.

Opus is a temporary labour managed service provider and therefore by the nature of our operation we have temporary workers that can be placed into temporary roles with our clients. We have approximately 300 direct temporary workers and we also directly employ approximately 50 permanent employees. The nature of the temporary work supports those individuals looking for flexible working arrangements where they can choose when they are available for temporary placements.

The nature of the roles that we support our clients with are in teaching, social care and business administration and the client will determine the pay rate which limits our ability to have direct control over a gender pay gap. We actively work with our clients to promote positive and market competitive pay rates in these roles, which are typically carried out by women.

# WHAT IS OUR PAY GAP?



## BONUS

We have a 73% median bonus and 77% mean gender bonus pay gap.

The proportion of males and females who received a bonus: Men = 4.5% Women = 12.12%.

\*The median figure is the middle point of a number set, in which half of the numbers are above and half are below.



# OUR ACTIONS AND COMMITMENTS

The increase in the gender pay gap is a valuable reminder that we have more work to do to decrease our gender pay gap numbers.

A key contributor to our existing gender pay gap is the distribution of our workforce, where we have more females in our operational roles due to a part time offering. However, we are very pleased to report that for the sixth year running, we have still managed to remain a lower-than-average gender pay gap.

Our actions and commitments to tackle the gender pay gap falls into three areas:

## OUR RECRUITMENT

Recruitment is an undoubtedly vital part of improving gender representation within senior leadership roles. Inclusive recruitment remains at the forefront at every stage of our resourcing processes with guaranteed interviews available for underrepresented groups. We also have a commitment to move away from skill based recruitment and focus on behaviours, to support women, whom may have been off work for a period of time, return back to the workplace.



## OUR DEVELOPMENT

We are passionate about our development framework that is inclusive to all senior members, and colleagues who inspire to be a great leader. Our Development Framework has embedded in the Group as an aspiration to be part of. The selection process of the programme is based on a gender-neutral performance rating, where we encourage and support women to take part to develop leadership skills and behaviours.



## OUR COMMUNITY

We want all our colleagues to be at their best, whatever life brings. In our commitment to support women's health in the workplace, we have sought to improve the understanding of menopause in our workplace. We aim to create a positive working environment, support colleagues who are approaching this milestone in their health as well as reducing any risk of unconscious bias.

To support we have launched;

- A webinar with a senior leader in the Group, who has recently gone through perimenopause, she opened up and created a video which was shared on our community space;
- 5 days menopause leave for women to take who are undergoing treatment or side effects of the menopause;

- Training for managers to reduce the stigma of menopause. All these initiatives have been vital to support women in the workplace.

Diversity, Equality and Inclusion has continued to be a priority for the Group. In 2023, we launched an inclusivity champion group, who are passionate on making inclusion an everyday reality to make the difference.

Flexible working options, including job share and part-time work, are available. However, we recognise the need for more senior role models to encourage take-up.

