



OPUS

Gender Pay Report 2017

Opus International Consultants (UK) Ltd. (Opus UK) is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5 April 2017.



PAY QUARTILES BY GENDER

Band 1



Includes all employees whose standard hourly rate places them at or below the lower quartile

Band 2



Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

Band 3



Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Band 4



Includes all employees whose standard hourly rate places them at or below the lower quartile

What are the underlying causes of Opus UK's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Opus is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Opus is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Whilst this can be viewed as a common issue across our sector and engineering in general, with factors like mid-career caring break impacting female salary rates, we recognise the need to proactively improve the proportion of female senior leadership and overcome these structural challenges and are working actively to address the underlying issues.

Progression level	Average Hourly Rate		Gender Pay Gap by Progression Level
	Female	Male	
1	£9.00	£8.38	-7.35%
2	£10.48	£10.84	3.27%
3	£13.59	£13.55	-0.29%
4	£17.29	£17.14	-0.89%
5	£21.05	£22.05	4.56%
6	£22.99	£24.87	7.57%
7	—	£27.52	100.00%
8	—	£37.29	100.00%
9	—	£42.50	100.00%

The table above shows that in Opus UK the average female employee hourly rate is higher than males at levels 1, 3 and 4 and this represents 47.9% of female employees (11.61% of the total workforce).

Male hourly rates average from 3.27% to 7.57% higher than females at levels 2, 5 and 6 and this group represents 47.85% of males and 36.25% of the total workforce.

There are no females at matrix levels 7, 8 & 9.

What is Opus UK doing to address its gender pay gap?

Opus is committed to taking practical steps to reduce the gap. To date, the steps that Opus has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action monitoring has been introduced to understand:
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - take-up of flexible working arrangements by gender and level within the organisation.
- **Offering flexible working:** Opus UK offer both formal and informal flexi-time and flexible working. We are open to part time working and also offer staff the opportunity to take extended periods of leave from the business.
- **Supporting parents:** Opus UK has developed new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave. We offer financial incentives to staff returning from maternity leave.

- **Diversity initiatives:** We have a clear diversity & inclusion policy and guidelines and our Women in Leadership programme sees ambassadors throughout the business promote female development at all stages of their career.
- We continue to foster an inclusive culture which encourages and supports our staff and where all our people are valued, respected and encouraged. To strengthen this culture we undertook the following initiatives during 2017:
 - Maintained a “thought wall” to encourage employees to speak out against biases which they may have encountered in the workplace. This allows employees to voice their concerns in a safe and confidential atmosphere and shows that leadership cares about their concerns.
 - E-learning modules rolled out to train staff on bullying, harassment & diversity including topics such as “unconscious bias” providing ongoing education to employees and for us to reinforce company values.
 - Global mentoring programmes to build close working relationships.
 - Our STEM ambassadors continue to work with schools/colleges to promote the engineering profession to young people.
 - We continued to support our Women in Leadership programme to encourage networking and development.
 - None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any significant and demonstrable impact at all. In the meantime, Opus is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout 2018 will be reported on the company intranet.

I, Adrian Clarkson, Head of HR (UK), confirm that the information in this statement is accurate.




Adrian Clarkson – Head of HR (UK)

Date: 16th February 2018



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