

An aerial photograph of a winding asphalt road with white lane markings and red and blue shoulder lines, curving through a dense, vibrant green forest. The road starts from the left, curves downwards, and then loops back towards the right. The forest is thick with various shades of green, suggesting a healthy, mature woodland. The overall scene is captured from a high angle, looking down on the road and the surrounding trees.

AGILIO SOFTWARE
GENDER PAY GAP REPORT
October 2023

Reporting Period:	April 5 th 2023
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SECTION 1: GENDER PAY GAP METHODOLOGY

To determine Agilio Software BIDCO's Gender Pay Gap, Sustainable Advantage assessed and evaluated the payroll data received from 6 entities included under the Agilio umbrella:

Agilio Software BIDCO
Codeplan
Isopharm
MyHRToolkit
Clarity
Pro Healthcare CPD Ltd

Payroll data for the snapshot period (April 2023) was gathered from each of the individual payroll reports. These were then cleansed, aligned and amalgamated to create a company-wide salary and bonus summary report.

From this report it was possible to calculate Agilio Software's gender pay gap for 2023, using the methodology provided in government regulations as part of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

See Appendix for further details on preparing the Gender Pay data.

SECTION 2: GENDER PAY GAP FINDINGS

POPULATION DATA

For the snapshot date of April 5th 2023, Agilio Software employed 197 full-pay relevant staff, with an additional 9 relevant staff. The latter included employees who, for a range of reasons, did not receive their usual pay during the snapshot period and were therefore excluded from the analysis of pay, but were included when considering the bonus gap.

There is a relatively good balance of men and women in the Agilio workforce, almost exactly mirroring the percentage of men and women in the UK labour market overall.

# Male	# Female	%Male	%Female
108	89	54.8%	45.2%

MEAN GENDER PAY GAP

The Mean Gender Pay Gap is calculated by first identifying the average basic hourly pay for men. This forms the benchmark for measuring the size of the gap between men’s and women’s pay.

The Gender Pay Gap is the difference between the average men’s pay, and the average women’s pay, as a percentage of the men’s pay.

For Agilio, the Mean Gender Pay Gap is 24.7%. this means that on average, women in Agilio are paid 24.7% less than men.

MEDIAN GENDER PAY GAP

The Gender Pay Gap can also be assessed using the median hourly pay for men and women. This method reduces the impact of outlier salaries, both high and low, which might otherwise tilt the average up or down.

For Agilio, the Median Gender Pay Gap is 9.9%. The fact that the median gap is lower than the mean gap, suggests that there are a number of higher salaries which are more likely to be earned by men than women, and that this has pulled the average higher.

MEAN AND MEDIAN BONUS GENDER PAY GAP

Not all Agilio staff received a bonus during the reporting year – 33% of men and 48.3 % of women employees.

There was effectively no gender pay gap in bonus pay, with the mean slightly favouring women (-0.6%). Similarly, there was no median bonus Gender Pay Gap. (0.0%)

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE

Agilio’s pay profile was divided into 4 quartiles, identifying the number of men and women located in each quartile. This shows a predominance of men in the top quartile, which aligns with the findings of a gender pay gap of 24.7%

	%Male	%Female
Top Quartile	77.6%	22.4%
Upper Middle Quartile	38.8%	61.2%
Lower Middle Quartile	55.1%	44.9%
Bottom Quartile	48.0%	52.0%
Total	54.8%	45.2%

PERCENTAGE OF MEN AND WOMEN IN EACH BONUS QUARTILE

Agilio’s bonus profile was similarly analysed to identify any gender trends in the payment of bonuses There is a partial reversal evident in the payment of bonuses versus basic pay: women in the top and upper middle quartiles are more likely than men to receive a bonus, but the amount paid, on average, is about the same.

(It should be noted that bonuses are a relatively small proportion of overall pay in the company).

PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE RECEIVING A BONUS

	%Male	%Female
Top Quartile	45.0%	55.0%
Upper Middle Quartile	30.0%	70.0%
Lower Middle Quartile	55.0%	45.0%
Bottom Quartile	52.6%	47.4%
Total	45.6%	54.4%