



BT Communications Ireland Ltd

Gender Pay Gap Report 2023



Foreword

2023 marks the second year where Irish organisations with 250 or more employees are required to publish their gender pay gap information in line with the requirements of the Gender Pay Gap Information Act 2021. Gender pay is the average pay of all men versus the average pay of all women, with no relativity given to different roles.

In this second annual report, we publish our gender pay gap statistics per the methodology outlined in the regulations, along with information on why the gap exists, and the initiatives we are pursuing to reduce it.

We are pleased with our progress on the goal to increase the number of women in our overall workforce. Thirty two percent of our workforce is female versus thirty percent for the same period last year. This is due to our significant drive to embed diversity and inclusion across our attraction and hiring processes in our business. We note that there is much work to do to achieve our aspiration of increasing female representation.

However, we need to double our efforts this year, and the coming years, on our goals to increase the volume of women in senior roles in BT Ireland. Our latest analysis shows that lack of representation at senior career levels and within higher paid roles is having a negative impact on our gender pay gap, and we are disappointed that our overall mean and median gender pay gap is 23.7% and 26.9% respectively (the gaps have widened since 2022 from 14% and 20.6% respectively).

Our priorities include:

- increasing the volume of women at all career levels in our organisation, particularly senior levels
- attracting more women into roles traditionally dominated by men, including sales, technology, and engineering
- attracting more women into roles with additional allowances, shift pay and commission
- building a robust talent pipeline of future leaders from under-represented groups
- further enhancing our inclusive and welcoming workplace that enables all our employees to thrive and grow

Without sustained progress, our analysis shows that these elements will continue to negatively impact the direction of our gender pay gap, particularly given the low attrition rate in our workforce (a positive in many ways) and low numbers of new joiners.

To summarise, we are encouraged by the positive progress on our workforce demographics, and the high employee engagement results in our business. We are committed more than ever to address the underlying issues negatively impacting our gender pay gap.



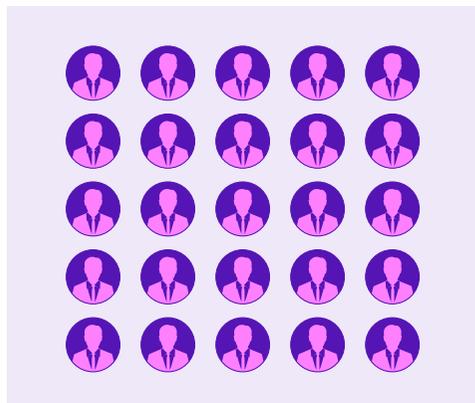
Shay Walsh
Managing Director,
BT Ireland

Footnote: during our 2023 calculations, it was found that an error had occurred in the workings of our external provider for gender pay gap calculations in 2022. The corrected numbers have been referenced in this report to show accurate year on year comparison.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average pay men and women earn. The Gender Pay Gap is primarily influenced by the number of men and women working in the overall organisation and the seniority at which they work. **The Gender Pay Gap is different from equal pay.** Equal pay refers to men and women receiving equal pay for doing the same or similar jobs. The presence of a gender pay gap within an organisation is not necessarily an indicator of equal pay issues.

Gender pay



Average hourly pay for **male** employees is €X



Average hourly pay for **female** employees is €Y

The difference between €X and €Y is the gender pay gap

Gender Pay Gap in focus

How we are working on closing our gap

Across BT, we are committed to embedding inclusion, equity and diversity (IED) into everything that we do. It remains fundamental to our purpose: we connect for good, and our Manifesto to accelerate growth through responsible, inclusive, and sustainable technology. Inclusion and diversity makes up one of the three pillars of our Manifesto because we recognise that becoming a more diverse and inclusive business will help us drive productivity, innovation and growth for BT, Ireland and beyond. Our stretching workforce and leadership targets in relation to attracting, recruiting, and retaining women reflect our commitment to making BT more diverse and inclusive.

We fully recognise that our gender pay gap in Ireland is driven by the low representation of women in our overall workforce (32%), and the low proportion of women in senior levels in our organisation (34%). To improve the gap, and reach BT's 2030 ambitions, we need to intensify our efforts in the attraction, recruitment, promotion, and retention of our female talent.

We have three priority areas in progressing our gender pay gap journey. These include initiatives and enablers that promote the hiring of women in roles which are currently under-represented, focusing on the development and progression of our women to ensure they have the supports they require to become tomorrow's senior leaders in the business, ensuring we have an inclusive, psychologically safe and welcoming workplace that enables all our employees to thrive and grow.

Over the following pages, we have identified several of our key initiatives, along with case studies to highlight their impact on the organisation.



Attraction & Selection – promoting hiring of women in roles which are currently underrepresented

Initiative	What we are doing
Inclusive hiring training for hiring managers	BT provides diversity, equity, and inclusion training to all employees, with a particular module tailored for our hiring managers. This includes in-depth inclusive hiring training for mid-level and senior level management.
Inclusive communications	All recruitment communication and advertising wording is reviewed to support an inclusive and gender-neutral environment. This includes reviewing all job descriptions to ensure balance and to remove any gender bias, through using a gender decoder tool. There is also an ongoing review of each role as it is advertised to continually enhance inclusivity in how we position our adverts.
Outreach	<p>During the timeframe relevant to this report, we placed a strong focus on gender balance in early careers recruitment. We attended the STEM (Science, Technology, Engineering, and Mathematics) Women Graduate Career event to ensure we are reaching women in technology for our graduate recruitment drive. We are pleased to report that 87% of our graduate intake in 2023 were women (equates to seven out of eight people). To help improve our number of female candidates entering our Field Engineering programme, an area that is traditionally dominated by men, we are engaging with the national apprenticeship programme FIT, who run all female tech apprenticeships, to try and increase the number of women in tech across the country.</p> <p>We supported the Women in STEM Summit in Dublin in March to inspire more women into STEM careers, and designed and hosted a career day for Ukrainian women in conjunction with Ukrainian Action Ireland.</p>
Visibility	We have amazing female colleagues in our organisation, and we have developed several content campaigns to raise their visibility and share their career stories to inspire our own workforce as well as attracting more women into tech careers. This includes our ‘Stepping Stones’ profile series and our diversity video series.
Promoting access to education	As part of our investment in educational opportunities in the communities we serve, BT Ireland is proud to support several initiatives including: the BT Young Scientist & Technology Exhibition, which is a proven platform to get more school students engaged in the vital STEM subjects; Dublin City University’s Access to the Workplace programme, where we help to fund scholarships and a work placement for students from socio-economically disadvantaged backgrounds; the STEM Teacher Internship to provide STEM teaching students work experience in a technology company, and IT training to women and men from migrant backgrounds through the Business in the Community Employment for People from Immigrant Communities Programme.

Case Study:

The BT Young Scientist & Technology Exhibition

BT Ireland is proud to organise the BT Young Scientist & Technology Exhibition, one of Europe's leading school science, technology, engineering and maths, on behalf of the Young Scientist Exhibition charitable trust. Founded in 1963 by Dr. Tony Scott and the late Fr. Tom Burke, the exhibition has inspired tens of thousands of students to enter their ideas for creating a better world. As we approach the 60th exhibition, we are encouraged by the considerable number of female students engaging in these important STEM subjects, with 62% of the overall entries coming from female students.



Development & Progression: focusing on the development and progression of women to ensure they have the supports they require to become tomorrow's leaders

Initiative	What we are doing
Talent and career development programmes	We are working to ensure women are well represented and supported on our development programmes. We enrol our high potential female talent in development programmes delivered by external organisations including the American Chamber of Commerce (Emerging Leaders, and Women in Global Organisations Peer to Peer Mentoring) and the 30% Club (Women in Technology Leadership). We are also active members of organisations like Connecting Women in Technology, which enables women in member companies to play a major part in encouraging more girls and women into technology roles. In addition, Accelerate is our BT talent programme for high potential middle managers that provides a fast stream for women, while Elevate is a talent programme focused on supporting our senior managers.
Reverse Mentoring	We run a reverse mentoring programme which helps senior leaders to understand the issues and roadblocks faced by employees from under-represented groups.
Succession Planning	To grow our talent pipeline and support succession planning, senior leaders engage in career conversations and have a plan to support the progress into senior roles in the future, with a focus on nurturing and highlighting women ready for a move to a more senior role.

Mentoring



It was a privilege to be offered the opportunity to participate as a mentee in the Irish Management Institute/30% Club Network Mentor programme. Prior to this opportunity I must be honest and say that I didn't spend much time thinking about my career progression or my professional aspirations.

The programme gave me the time to understand what is important to me, what motivates me and makes me feel valued and what I do not want from a career. I emerged from the programme with more confidence, focus and a passion for the future. I would encourage anyone who is given the opportunity to take part, to do so.



Ailbhe McDarby
BT

Development Programmes



Being part of both the 30% Club Senior Women in Technology programme and the American Chamber Peer to Peer mentoring programme is an unparalleled opportunity for growth both professionally and personally. You get to engage in strategic discussions, gain insights from various leaders and foster valuable connections. These programmes provide a unique platform for women to share experiences, exchange ideas and empower each other through mentorship, professional development, and networking opportunities. I loved every minute of it.



Niamh Coll
BT

Fostering a Culture of Inclusion: Ensuring we have an inclusive workplace for all employees, understanding the needs of our employees to thrive and grow.

Initiative	What we are doing
Flexibility and Hybrid Working	Flexibility and hybrid working has been a long-standing feature within BT Ireland, long before the pandemic and we recently launched flexible public holidays to enable employees to celebrate holidays that they choose. Where at all possible, we allow flexible location, and flexible start and end times to accommodate childcare commitments, caring responsibilities, and other personal needs. In 2024, we will undertake a review to establish if more part time and/or job sharing roles would be desirable for our employees and then will work to facilitate more of these part time arrangements across our business.
A diverse leave offering to support employees	We provide a range of different leave types to support our colleagues to manage their professional and private life, including paid maternity, paid paternity, and paid parents leave. In addition, each employee gets three days volunteer leave, and there is an option to take special leave.
Encouraging feedback and engagement from our employees on issues that are important to them	BT Ireland prides itself on engaging our employees and has been accredited as a Healthy Place to Work over the past five years. We score very highly with our male and female colleagues, with women scoring particularly high in areas such as development, leadership behaviour and company commitment to employee wellbeing. This is further supported through BT Ireland's strong health and wellbeing programme and policies, including the introduction of the menopause guidance. BT's annual internal engagement survey (Your-say) has also demonstrated how women in our organisation feel in relation to their ability to thrive and grow, scoring more than 80% in each area.
Employee Resource Groups (ERGs)	We are proud of our Employee Resource Groups, which help bring diverse groups of people together. Celebrating everybody's individual strength and enabling people to connect personally, our networks mean colleagues can discuss what matters to them, as well as find support, share views, and learn from one another. Our networks also play a key part in suggesting innovative ideas on how we can become a better place to work. As well as BT's global employee resource groups, BT Ireland has our own local networks for Gender Equality, LGBTQ+ and Allies, Early Careers, and Families & Carers, which are all run by our employees. Our Inspiring WoMen in Business Network, which focuses on gender equality, was set up by alumni of BT's talent development programme.
Strong external reputation for leading diversity and inclusion	We were the first signatory to the Inclusive Workplace Pledge by Business in the Community Ireland. We are also accredited with the Business Working Responsibly Mark, following an independent audit by the National Standards Authority of Ireland and Business in the Community Ireland.

Development Programmes



I recently had the opportunity to participate in the American Chamber Women in Global Organisations Leadership Programme. This programme includes several masterclasses that encouraged robust conversations including Persuasion, Influence, Managing Your Brand, and Change. It was a wonderful experience to build relationships through a network of influential women across a range of industries and to share experiences. I believe that there are many successes being achieved by women in leadership roles that we should take key learnings from and, by sharing knowledge and experiences, tips, and tricks it has been beneficial in both a work and personal context. I know I have gained meaningful cross industry connections and have now a stronger network of individuals that I will continue to stay connected with and share experiences with. It is important for me to work for an organisation like BT Ireland that invests in these programmes and it is a reflection of their commitment to encouraging professional development.



Carol Connolly
BT

Our gender equality network



I was so pleased to organise a BT Ireland Career Day for Ukrainian women. The event, in conjunction with Ukrainian Action Ireland, was a tremendous success in increasing awareness for inclusion and diversity in the communications industry. Through the event, we empowered thirty-three women from Ukraine with a deeper knowledge of the communications industry in Ireland, the different career paths, their career anchors, free access to the Cisco Networking Academy, networking and mentorship, and tools and tips on applying for open roles.



Yuliia Yehorova
BT

What's Next?

We still have much work to do in terms of increasing the representation of women across the business and reducing our gender pay gap.

We believe a key indicator of our success in future years will be the increased representation of women employees throughout the organisation; acknowledging that this is a long-term commitment, one we can influence and own by our actions and recognising there are societal influences that we need to consider. Attracting female talent to what have traditionally been seen as male roles can be challenging but this will be a focus for us to attract and hire more female talent into roles across all role types and levels in the future. It is for these reasons that we have identified the following initiatives to enhance our current efforts in driving a better gender balance and inclusive environment:

Priorities for the year ahead to increase the number of applicants from under-represented groups

- Mandatory diverse interview panels
- Mandatory diverse shortlisting implemented for senior roles
- Unconscious bias training is mandatory for hiring managers before they can proceed with recruitment process
- Inclusive hiring training pilot was successful and is being rolled out to more hiring managers in 2023/2024
- Inclusive Leadership training is underway for both male and female director level leaders across BT
- Development of women for more senior roles
- Continue to facilitate women attending externally accredited training through our extensive Learning & Development options
- Enhance our uptake of externally available mentoring and development programmes for high potential women
- Increase participation in our company mentoring and reverse mentoring programmes



Our Gender Pay Gap

Under the Gender Pay Gap Information Act 2021, we are required to publish Gender Pay Gap metrics for BT Communications Ireland Ltd (642 employees on snapshot date) which will be outlined in the next section. We have chosen the 30th of June 2023 as our snapshot date. An explanation of the required gender pay gap metrics can also be seen in the next section.

Our Gender Pay Gap

Our metrics at a glance and the primary causes

Our Gender Pay Gap Metric

23.7%

Mean Gender Pay Gap

The difference between the mean (average) hourly rate of pay for female colleagues compared with the mean (average) hourly rate of pay for male colleagues.

26.9%

Median Gender Pay Gap

Calculating the median Gender Pay Gap requires identifying the female colleague who sits in the middle of the female workforce in terms of hourly pay and comparing this with the male colleague who sits in the middle of the male workforce.

The gender pay gap statistics presented in this section are based upon the mean and median hourly pay differences between men and women throughout the organisation. When calculating hourly pay, we look at ordinary pay (base salary, allowances, overtime, shift premium, sick leave, pay for other leaves such as maternity, paternity, and parental, and pay for gardening leave) and bonus pay (the components of which are outlined on page 13) for each employee. These two elements are then added together and divided by the hours worked by an employee during the snapshot period, which results in the employee's hourly rate.

The mean and median hourly pay rates for the total number of men and total number of women are then found and the gender pay gap derived by the percentage difference between the mean and median hourly pay rate for men and women.

We have examined our gender pay gap in a scenario where only base salary and bonus are considered (i.e., all allowances, overtime payments, commission etc. have been removed). The result of this analysis shows the overall mean and median gender pay gap is lower when additional payments are removed. This indicates that occupational segregation is a factor in our gender pay gap as certain occupations such as engineering, technology and sales attract higher or additional payments. At our lowest career level, we are at near parity between men and women, but this disparity grows at the higher career levels, where we are continuing to see a lack of representation of women at the higher career levels in BT Ireland. This exacerbates our gender pay gap and we are striving to increase representation of women across all career levels in the coming years.



Our pay gap figures – temporary and part time employees

Mean Gender Pay Gap (temporary or part time employees)	Calculated on the same basis as the mean Gender Pay Gap, but for temporary or part time employees only
Median Gender Pay Gap (temporary or part time employees)	Calculated on the same basis as the median Gender Pay Gap, but for temporary or part time employees only

Temporary Employees

-8.9%

**Mean Gender Pay Gap
(-12.2% in 2022)**

-56.4%

**Median Gender Pay Gap
(-36.3% in 2022)**

Part Time Employees

45.7%

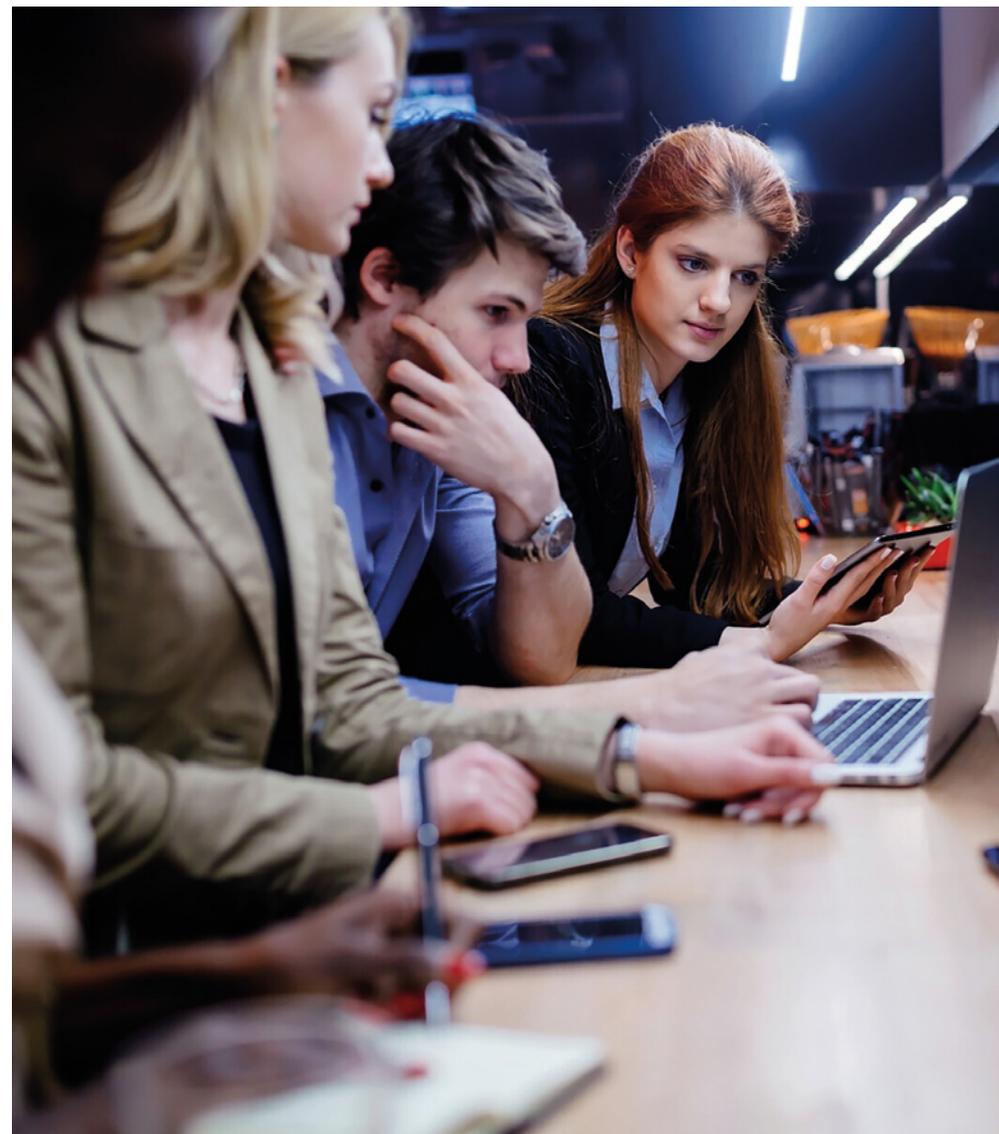
**Mean Gender Pay Gap
(46.1% in 2022)**

67.2%

**Median Gender Pay Gap
(54.4% in 2022)**

Our gender pay gap for temporary employees is negative (i.e., women have higher hourly pay compared to men). We have very few employees who are employed on a temporary basis and thus the pay gaps here are not representative of BT Ireland as a whole.

Our gender pay gap for part time employees is higher than that of our overall gender pay gap figures. We have a very small percentage of employees who work on a part time basis of which the majority are women, we recognise that this flexibility option is advantageous for both men and women and we are therefore going to explore more part time and job sharing options in 2024.



Representation of Women

As of the snapshot date for this analysis, there are 642 employees across BT Ireland, of which 68% were male and 32% were female.

The breakdown of males and females in each pay quartile is as follows:

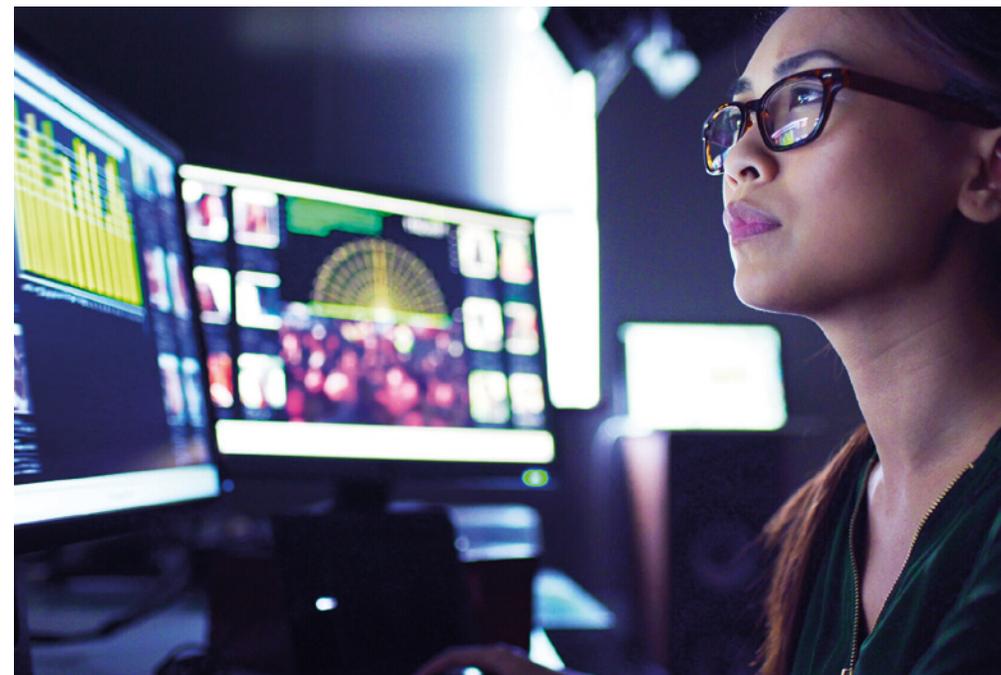
Pay Quartile	Male 2023	March 2022	Female 2023	March 2022
Upper	81.9%	77.8%	18.1%	22.2%
Upper middle	70.2%	74.1%	29.8%	25.9%
Lower middle	70.0%	68.4%	30.0%	31.6%
Lower	50.3%	59.5%	49.7%	40.5%

As part of our gender pay gap analysis, we reviewed the gender pay gap and representation of women across the various career levels of the organisation. As is consistent with the pay quartile above, **we have lower representation of women at the most senior levels of our organisation and we have almost 10% more women in the lower pay quartiles year on year and believe this is a fundamental driver of the gender pay gap within BT Ireland.**

Having analysed our workforce exits and hire rates in Ireland we know that men are exiting the various career levels at a higher rate than women. However, our most junior career level is an exception to this, where female exits are circa double that of their male counterparts.

We plan to focus on retaining more women at this level to support our future talent pipeline for more senior career levels. Our focus to address this in the future will include our diversity-focussed development programmes and Supporting Female Development policies.

The rate of male hires in our most senior career levels over the last six years has outpaced that of women hires at a rate of circa 3 to 1, while hiring at our most junior career level has seen a near even pace of hiring between men and women. We know that the low rate of hiring for women in the most senior level is another main driver of the gender pay gap. These roles are predominantly in the Engineering, Technology and Sales functions which have traditionally been male dominated roles, and these are areas where we particularly need to increase the level of women applicants.



Footnote: The proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each colleague from highest to lowest. The ranking is then divided into four equal quartiles and the proportion of male and female colleagues in each quartile is determined. This metric provides an indication of the proportion of male and female colleagues in junior, middle and senior roles across the business.

Our bonus gap figures

Bonus pay includes all bonuses awarded to an employee for the period in question. This would include bonus payments in the form of money, vouchers, securities, securities options, or interests in securities, or, which relate to profit sharing, productivity, performance, incentive, or commission.

Mean Bonus Pay Gap	Calculated on the same basis as the mean Gender Pay Gap but considers bonus rather than hourly pay.	
Median Bonus Pay Gap	Calculated on the same basis as the median Gender Pay Gap but considers bonus rather than hourly pay.	
% male / female employees receiving a bonus	The proportion of the male / female workforce receiving a bonus	
Mean Bonus Pay Gap	41.7%	(31.9% in 2022)
Median Bonus Pay Gap	23.2%	(11.2% in 2022)
% of males receiving a bonus	93.4%	(86.4% in 2022)
% of females receiving a bonus	92.7%	(88.4% in 2022)

We believe our bonus pay gap is also driven by the same representation issues identified above as there is a lack of women at senior career levels.

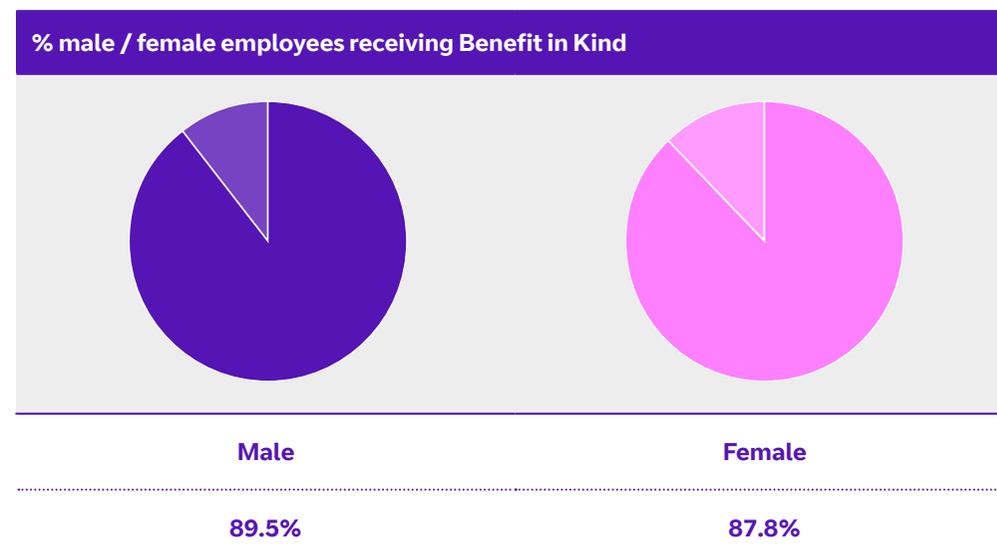
Bonus remains lower for roles in lower pay quartiles, where female representation is higher.



Our Benefit in Kind figures

Benefit in Kind is any non-cash benefit of monetary value provided to an employee and within BT Ireland, includes the provision of private medical insurance and/or provision of a company vehicle.

The table below shows the proportion of the male / female workforce receiving benefits in kind:



In summary, the main drivers of our gender pay gap are the lack of representation of women within our senior career levels and within higher paid roles across our organisation. The gender pay gap is a symptom of the representation issue set out in this report. The actions set out will enable us to continue to further build a robust talent pipeline to develop our future leaders and create a greater gender balance within a more inclusive work environment.

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