



OPUS

PEOPLE SOLUTIONS
Part of the **Vertas** Group

Our Gender Pay Gap



MARCH 2025

(Reported March 2026)



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 delivered resourcing solutions since 2004, continuing to grow and diversify. People are at the heart of our business, and we are committed to offering colleagues opportunities to develop, succeed, and work in a fair and inclusive environment.

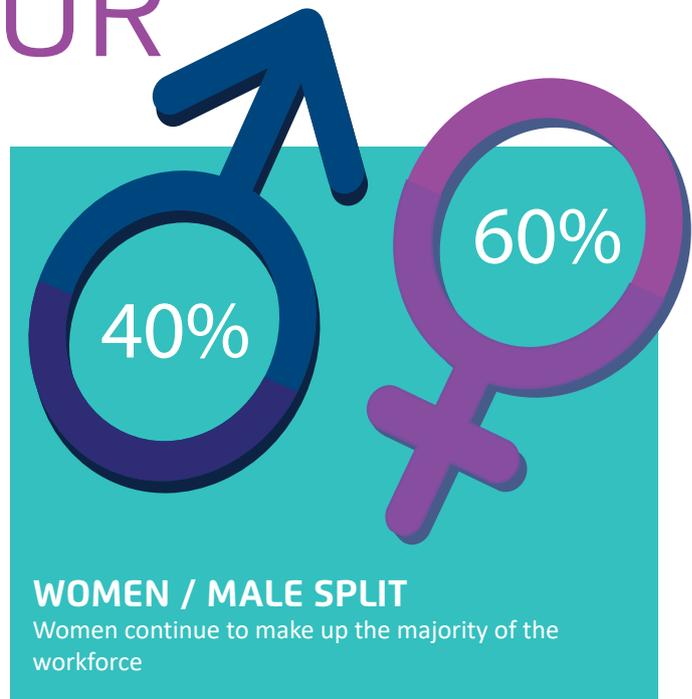
As a temporary labour managed service provider, we place around 500 temporary workers and employ around 60 permanent staff. Temporary roles offer flexibility for individuals who choose when they are available for work. Our placements typically cover teaching, social care and business administration. In these roles, pay rates are set by our clients, which limits our direct influence on the gender pay gap. However, we work closely with clients to promote positive and competitive rates for roles that are predominantly carried out by women.

ABOUT OUR PAY GAP

Women are well represented across the organisation, particularly within the middle pay bands, where many roles offer higher hourly rates than entry-level positions. This strong presence in mid-level roles contributes to a slightly higher median pay for women, the midpoint when all salaries are lined up from lowest to highest. However, our most senior and highest-paid roles remain predominantly held by men. Because these positions carry significantly higher salaries, they have a greater impact on the mean (average) pay, resulting in a small difference that favours men.

In simple terms, our gender pay gap is driven by the structure of our workforce, not by unequal pay for equal work.

WHAT IS OUR PAY GAP?



KEY



BONUS

We have an 83% median and mean gender bonus pay gap.

The proportion of males and females who received a bonus: Men = 1.73% Women = 6.76%.

*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

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 seventh 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 fall 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, who 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 aspire to be a great leader. Our Development Framework has been 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 and develop leadership skills.



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 2024, we were awarded with a Bronze accreditation in the Inclusive Employer Standard, and have created a detailed action plan to support the journey further. This is an award we are incredibly proud of but understand there is a lot more work to do to make inclusion an every day reality for all our colleagues, clients and stakeholders.

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.

