



GENDER PAY GAP REPORT

2023

Gender Pay Gap Reporting is a statutory requirement for organisations employing more than 250 people. Our data is reported from the snapshot date of 5 April 2022, and is based on a total of 353 Opcare staff.

Hourly rate of pay

The difference in the mean and the median hourly rates of pay, including bonus payments.

	Mean	Median
Hourly rate of pay	-2.16%	-3.93%

N.B. The median is the middle value when all values are ranged from highest to lowest.

This data denotes that there is little difference between male and female staff in both mean and median hourly rates of pay. The absolute difference in pay being -£0.32 per hour (mean) and -£0.51 (median). The negative median values indicate a difference in the hourly rate of pay in favour of female staff.

The difference in the mean hourly rate of pay compared to the previous reporting year is now marginably favourable towards females (0.6% to -2.16%)

We are pleased to note the Median pay gap has reduced from -9.2% at the 2021 snapshot date, to -3.93% in this current reporting year.

Bonus pay

The difference in mean and median bonus pay, expressed as a percentage.

	Mean	Median
Bonus pay	19.64%	-19.87%

For context, bonus payments account for a very small percentage of Opcare’s overall payroll.

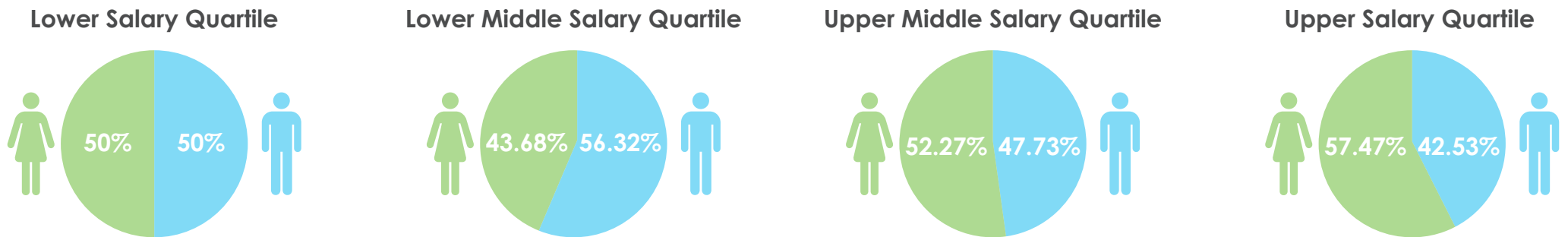
In this reporting year, women's mean bonus pay is 19.64% less, and the women’s median bonus pay is 19.87% more.

Proportion of males and females receiving a bonus

The percentage of male and female employees who received a bonus in the 12 months prior to 5 April 2022 is below:



Proportion of males and females by pay quartile percentages (dividing our staff into 4 equal parts)



Compared to previous years, Opcare has further closed disparity between male and female employees noticeably in the Lower, Lower Middle and Upper Middle Salary Quartiles.

We are pleased to have closed our Gender Pay Gap further this year. We have committed to review our approach to pay and bonus structures in FY23/24, and introduce clear Competency Frameworks to support in achieving greater pay equality in future.