

## Gender Pay Gap Report - Oldham Care and Support

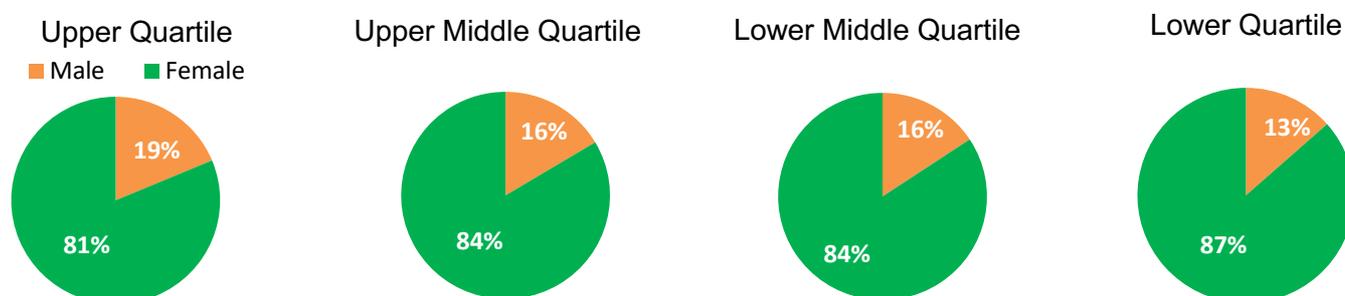
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As an organisation with over 250 employees we are required to publish an annual report showing the pay gap between our male and female employees. The gender pay gap measures the difference between the average earnings of male and female employees, at a snapshot date, irrespective of their role or seniority.

Below are the six metrics we are required to publish, based on who we employed on 31<sup>st</sup> March 2017. Oldham Care and Support do not pay bonuses.

Mean gender pay gap (hourly rate)	Women are paid 1.96% less than men
Median gender pay gap (hourly rate)	Women are paid 11.86% less than men
Mean bonus pay gap	Not applicable
Median bonus pay gap	Not applicable
Proportion of men and women who receive bonus	Not applicable

Proportion of men and women according to quartile pay bands:



### Our workforce

On the snapshot date the gender split in Oldham Care and Support (OCS) was 84% female to 16% male, and we are pleased to see that this is closely replicated across the quartile pay band data. A predominately female workforce is reflective of the care industry, where 82% of workers are female (Skills for Care, 2016).

At the time of publication 15 of the 18 management positions within OCS are occupied by females, including the two most senior management roles.

### Our approach to pay

- The pay for each role within OCS is determined by a job evaluation process, where a common set of criteria is used to give the job a score (criteria such as the level of qualification needed, and whether the role is responsible for people or budgets).
- This score results in a pay grade. Within each pay grade there are a number of steps, known as increments and staff progress by one increment each year until they reach the top of the grade due to their length of service.
- In addition to increments staff receive nationally negotiated cost of living rises (annual pay awards which track the national negotiations within the NJC Green Book), which are traditionally applied every April.

After comparing the data for each pay grade, the gender pay gap at OCS can be explained by our male employees having, on average, a longer length of service than females, and therefore being higher up in the grade.

**Our commitment to equality and diversity**

All our recruitment and internal progression decisions are based on an individual's skills, abilities, and performance and how these relate to the requirements of OCS and the wider MioCare Group. We are committed to providing equal employment opportunities for all employees and job applicants and our policies and procedures are regularly reviewed to ensure they reflect our approach.

I confirm that the published information in relation to the gender pay gap is accurate.

Karl Dean  
Managing Director  
MioCare Group