

## OCS Gender pay gap report 2019/20

**Snapshot date:** 31 March 2019

**Date of publication:** 10 March 2020

As an organisation with more than 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 March 2019.

We do not pay bonuses.

<b>1. Mean gender pay gap (hourly rate)</b>	Women are paid 0.77% less than men
<b>2. Median gender pay gap (hourly rate)</b>	Women are paid 0.00% less than men
<b>3. Mean bonus pay gap</b>	Not applicable – we do not pay bonuses
<b>4. Median bonus pay gap</b>	Not applicable – we do not pay bonuses
<b>5. Proportion of men and women who receive a bonus</b>	Not applicable - we do not pay bonuses

### 6. The proportion of men and women according to quartile pay bands:

This table illustrates the gender distribution across four equally sized quartiles, each containing just over 139 employees:

Quartile	Males	Females
Upper Quartile	18%	82%
Upper Middle Quartile	19%	81%
Lower Middle Quartile	24%	76%
Lower Quartile	12%	88%

## **Actions to address the Gender Pay Gap**

OCS is committed to building an economy that works for everyone.

Our ambition to build this inclusive economy means we lead by example by creating good employment opportunities within the Borough and by paying our staff the National Living Wage.

This year within our own workforce we have reduced the Gender Pay Gap from 2.37% to 0.77% against a national average of 17.3% and 16 out of our 18 roles with management responsibilities are occupied by females including the two most senior positions.

In order to ensure that our lack of a gender pay gap is maintained we will:

- Continue to monitor and review our gender pay gap
- Review career pathways for all employees to ensure that there are clear career progression routes for employees in all types of job role.
- Ensure that workforce is key strand of our Equality and diversity Strategy
- Review our recruitment practices to ensure equal opportunity at all stages

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

**Karl Dean**

Managing Director

MioCare Group