

Oldham Care and Support

Gender pay gap report 2020/21



Snapshot date: 31 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 2020.

We do not pay bonuses.

Mean gender pay gap (hourly rate)	Women are paid 1.93% more than men
Median gender pay gap (hourly rate)	Women are paid 10.41% more than men
Mean bonus pay gap	Not applicable – OCS does not pay bonuses
Median bonus pay gap	Not applicable – OCS does not pay bonuses
Proportion of men and women who receive bonus	Not applicable – OCS does not pay bonuses

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 142/143 employees:

	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.

17 of the 20 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 the 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