

Oldham Care and Support **Gender Pay Gap Report 2022/23**



Snapshot date: 5th April 2022

Date of publication: 28th April 2023

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 5th April 2022.

We do not pay bonuses, however in April 2022 a one-off retention payment was made in order to recognise the continuing efforts of our workforce during the Covid pandemic.

| | |
|--|--|
| Mean gender pay gap (hourly rate) | Men are paid 1.4% more than women |
| Median gender pay gap (hourly rate) | Women are paid 0% 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 | All permanent and fixed term employees received the same amount. |

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 107/108 employees:

| | Female | Male |
|-----------------------|---------------|-------------|
| Upper Quartile | 86% | 14% |
| Upper Middle Quartile | 80.6% | 19.4% |
| Lower Middle Quartile | 80.4% | 19.6% |
| Lower Quartile | 84.3% | 15.7% |

Actions to address the Gender Pay Gap

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

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

[PTO]

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 to ensure that there are clear progression routes for employees in all types of job role at MioCare.
- Ensure that the key tenets of equality, diversity and inclusion are embedded in everything we do.
- Review our recruitment practices to ensure fairness and equal opportunity at all stages.

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

Rob Jackson
Managing Director (Interim)