

Oldham Care and Support **Gender Pay Gap Report 2023/24**



Snapshot date: 5th April 2023

Date of publication: 28th March 2024

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 2023.

Mean pay gap	-0.45% (in favour of females)
Median pay gap	0% (median ROP male = £16.45, female = £16.45)

The proportion of men and women according to quartile pay bands

This table illustrates the gender distribution across four equally sized quartiles:

Quartile	Female	Male
Upper	83.2% (89 employees)	16.8% (18 employees)
Upper Middle	79.6% (86)	20.4% (22)
Lower Middle	79.6% (86)	20.4% (22)
Lower	81.5% (88)	18.5% (20)

No bonus payments were made in 2023, so there is no data submitted in relation to these metrics.

Actions to address the gender pay gap

OCS (MioCare) is committed to helping build an Oldham economy that works for everyone. Our ambition to build this inclusive economy means we lead by example in creating good employment opportunities within the borough and by paying our employees the real living wage (as a minimum).

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.
- Ensure that equality, diversity and inclusion is embedded in everything that 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 – MioCare Group