

Optalis Gender Pay Gap Report 2023

Optalis was established in June 2011, wholly owned by Wokingham Borough Council (WBC) on behalf of residents. In April 2017 WBC and the Royal Borough of Windsor & Maidenhead (RBWM) agreed to move the Royal Borough's adult social care services into Optalis, and we now provide adult social care services with and on behalf of both local authorities.

Our job is to deliver high-quality, safe, innovative services to older people, adults with a disability and people with mental health needs both in the community and at home. Our services are inspired by our customers, and help people find the right care and support to maintain or rebuild their independence, gain new skills, find companionship, enjoy meaningful activities or seek employment so that they can enjoy a fulfilling life.

Snapshot - 5 April 2023 compared to 5 April 2022

	April 2023	April 2022
Mean (average) hourly pay gap	2.8% (women lower)	6.1% (women lower)
Median hourly pay gap	-3.56% (men lower)	-0.67% (men lower)
Mean (average) bonus pay gap	-24.15% (men lower)	-7.07% (men lower)
Median bonus pay gap	53.42% (women lower)	-14.30% (men lower)
Proportion of men who received bonus pay	0.63%	8%
Proportion of women who received bonus pay	1.32%	14.3%

Hourly pay quartiles by gender

The workforce is 79% female and 21% male.

	Men		Women	
	2022	2023	2022	2023
Upper Quartile	20.4%	19.80%	79.6%	80.20%
Upper Middle Quartile	9.3%	7.84%	90.7%	92.16%
Lower Middle Quartile	13%	18.63%	87%	81.37%
Lower Quartile	21.5%	19.61%	78.5%	80.39%

Statement

The gender pay gap measures the difference between average female and male earnings. This is different from Equal Pay which is our legal obligation to ensure that those doing equal work receive equal pay.

In April 2023, the ONS reported the gender pay gap as 7.7% [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk/2022) noting that the gap has been declining over time. Last year Optalis declared a gender pay gap of 6.1% but with a concerted effort, we have reduced that to 2.8% this year. This still means that when using the mean hourly pay, women in Optalis earn 97p for every £1 earned by men.

Targeted action to reduce the gender pay gap in April 2023

- We will continue to ensure that the mandatory training in Equality and Diversity is undertaken by all.
- We will continue to use the organisation wide exit questionnaire to understand why people leave Optalis, and to inform our actions to address retention. Although take up across the organisation has been low due to the make-up of the workforce, we will endeavour to capture any useful information and use it appropriately.
- A Menopause Policy based on our people's lived experiences will be introduced in 2023/2024.
- We will continue to ensure that internal opportunities are advertised in a transparent and fair way.
- We will continue to review the type of contracts we offer to ensure we maximise flexibility in our recruitment offer.
- We will review our approach to external recruitment to ensure that language is inclusive, and the branding is consistent to make Optalis an employer of choice.
- We will introduce checks to ensure that starting salaries are consistent.
- We will ensure that pay uplifts are in line with published salary scales to ensure consistency and fairness.
- We will review the process around bonus payments.
- We will look to ensure that succession planning is in place.

Declaration

I confirm that the information in this statement is accurate.

David Birch
Chief Executive

November 2023