

## Optalis Gender Pay Gap Report 2025

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 those we support 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 2025 compared to 5 April 2024

	April 2025	April 2024
Mean (average) hourly pay gap	-5.2% (men lower)	1.50% (women lower)
Median hourly pay gap	-0.81% (men lower)	2.55% (women lower)
Mean (average) bonus pay gap	-0.92% (men lower)	-0.17% (men lower)
Median bonus pay gap	0% equal bonuses between men and women	66.67% (women lower)
Proportion of men who received bonus pay	3.01%	0.57%
Proportion of women who received bonus pay	2.35%	2%

### Hourly pay quartiles by gender

The workforce is 76% female and 24% male, with a senior management team that is now 75% female.

	Men		Women	
	2025	2024	2025	2024
Upper Quartile	17%	20.18%	83%	79.82%
Upper Middle Quartile	29%	16.52%	71%	93.48%
Lower Middle Quartile	26%	18.26%	74%	81.74%
Lower Quartile	24%	22.61%	76%	22.61%

### 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 2025, the ONS reported the gender pay gap as 6.9% [Gender pay gap in the UK - Office for National Statistics](#) noting that the gap has been declining over time. Last year, Optalis reported a gender pay gap of 1.5%, with men earning slightly more than women on average. Through a concerted effort, we are proud to confirm that this gap has now closed and reversed. Our latest analysis shows a mean gender pay gap of -5.2%, meaning that women at Optalis earn more than men on average. Specifically, for every £1 earned by men, women earn £1.05.

**Targeted action we will continue to maintain and commit to.**

- We will continue to ensure that the mandatory training in Equality and Diversity is undertaken by all.
- 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.
- We will continue to ensure that internal opportunities are advertised in a transparent and fair way.
- We will ensure that our recruitment panels are diverse and where internal applicants have applied at least one panel member will be independent.
- We will continue to 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 continue to carryout checks to ensure that starting salaries are consistent.
- We continue to 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.

**Helen Woodland**  
**Chief Executive**  
December 2025