

## Gender Pay Gap Report

Published March 2018

Olympus Care Services is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data. The data used for the calculations is the organisation's pay data as of 31<sup>st</sup> March 2017.

We are required to publish the results on a government gender pay gap [website](#), and in addition it is advisable to publish the high level results on the Northamptonshire County Council website alongside our pay and transparency data.

Gender pay reporting is used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels

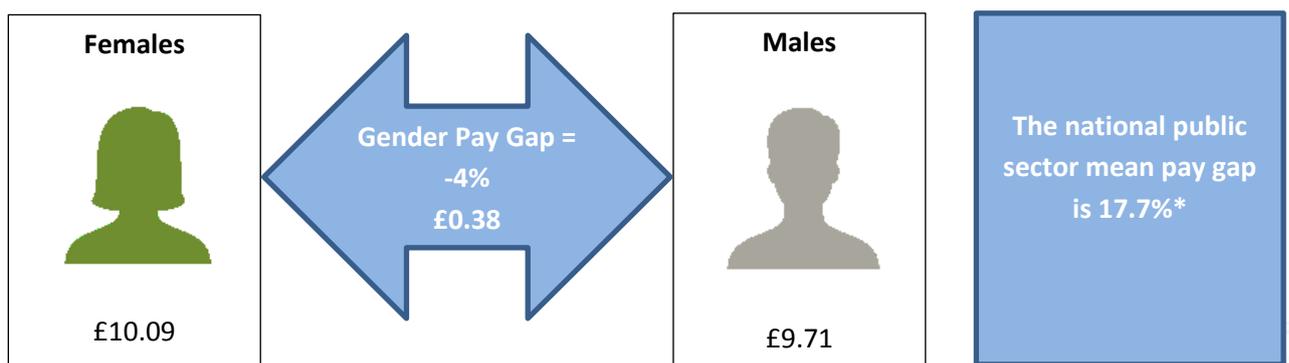
Olympus Care Services has a diverse workforce to be proud of. We are committed to equality within our workforce and our flexibility, working practices and wide range of roles ensure that we encourage and support employees to come to work for us, and develop their long-term career to stay with us.

### Our Workforce Profile

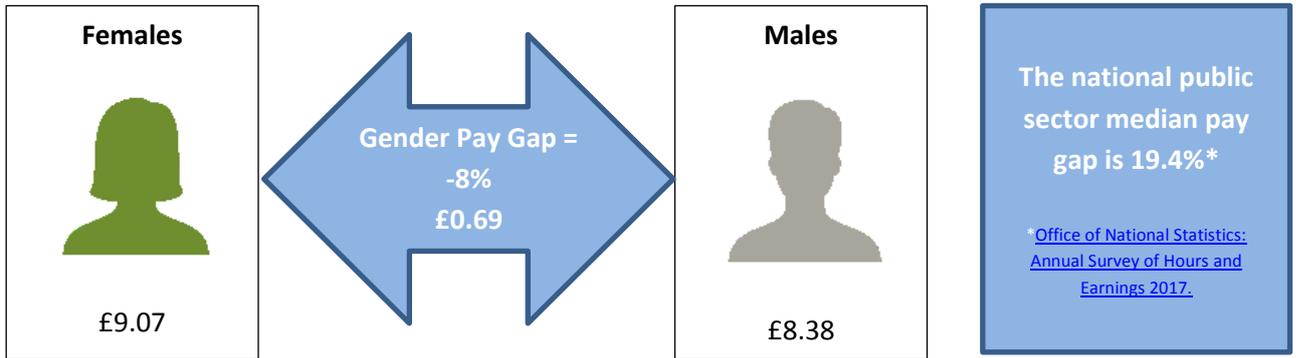
On 31<sup>st</sup> March 2017 we had 1159 employees, of which 89% were female, and 11% male.



### Mean Gender Pay Gap in Hourly Pay: average hourly rate of pay and percentage difference



**Median Gender Pay Gap in Hourly Pay: middle hourly rate of pay and percentage difference**



Olympus Care Services mean and median gender pay gaps are significantly below the national public sector figures with females earning more than males.

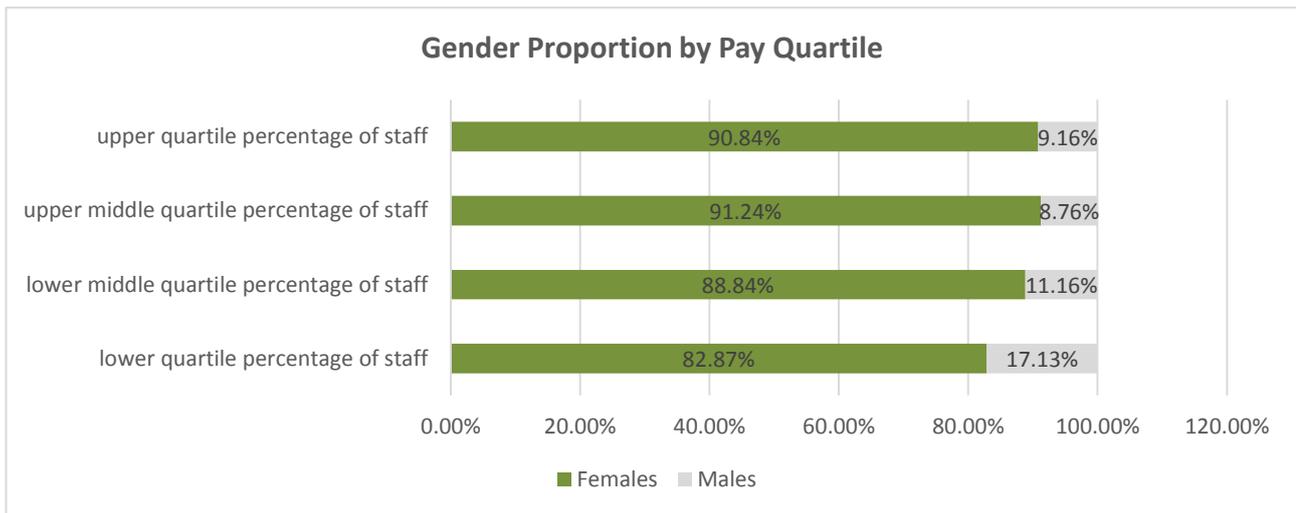
**Mean, Median and Proportion of Males and Females Receiving a Bonus Payment**

Olympus Care Services does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap. We do offer a long service award that is payable at 25 and 35 years irrespective of gender.

**Proportion of Males and Females in Each Pay Quartile**

The graph below outlines the gender split by pay quartile.

The lower quartile range relates to hourly rates of £7.77 and lower. The lower middle quartile is hourly rates of £7.77 - £8.96. The upper middle quartile is hourly rates of £8.97 – 10.58. The upper quartile relates to hourly rates of £10.58 and above.



The make-up of the social care workforce and management team is predominantly female and the further analysis of the data demonstrates this.