

## Gender Gap Report 2018 – Outlook Care

### **Introduction:**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations employing more than 250 people to undertake Gender Pay Reporting and publish the results on both the Company's and Government's (prescribed) website.

Outlook Care's report covers the "snapshot" date of 5 April 2018 and comprises of calculations that show the difference between the average earnings of men and women in our organisation, on that date.

### **Outlook Care's workforce by gender:**

Outlook Care is a diverse organisation with a predominantly female workforce. As at 5 April 2018, the workforce comprised 105 (17.44%) males and 497 (82.56%) females.

### **Mean Gender Pay Gap:**

As at 5 April 2018 average (mean) hourly pay for males was £12.13 and average (mean) hourly pay for females was £11.03.

This means that Outlook's mean gender pay gap as at 5 April 2018 was 9.00% - i.e. mean pay for males was 9.00% more than mean pay for females. This is a reduction from 10.43% in 2017.

*The mean average pay is calculated by adding up the pay of all in the group and dividing this by the number of people in the group.*

### **Median Gender Pay Gap:**

As at 5 April 2018 median hourly pay for males was £9.91 and the median hourly pay for females was £9.51.

This gives a Median Gender Pay Gap of 7.67% on the reporting date of 5 April 2018 - i.e. median pay for males was 7.67% more than median pay for females.

*The median pay is arrived at by placing the hourly pay for all in the group in order of amount, the mid-point value in the group being the median.*

### **Bonus Pay Gap**

No bonuses were paid in the reporting period.

### **Pay across Quartiles as at 5 April 2018**

Splitting pay into quartiles (four equal sections ranked by pay amount) gives a distribution of males and females within each quartile as follows:

Quartile	Male % 2018	Female % 2018	Mean Pay Gap 2018	Mean Pay Gap 2017
1 (lower)	<b>14.57%</b>	<b>85.43%</b>	<b>-1.06%</b>	<b>0.40%</b>
2	<b>15.23%</b>	<b>84.77%</b>	<b>1.08%</b>	<b>0.38%</b>
3	<b>18.00%</b>	<b>82.00%</b>	<b>1.25%</b>	<b>-0.24%</b>
4 (higher)	<b>22.00%</b>	<b>78.00%</b>	<b>6.10%</b>	<b>12.89%</b>

This shows a relatively proportionate split in the workforce between male and female employees at each level within the pay scale when compared to the overall split of 17.44% males and 82.56% females. There is though, a progressively higher percentage of male staff in higher quartiles.

**Conclusions and Resultant Actions:**

Outlook Care continues to have a gender pay gap; however the average (mean) gender pay gap has reduced from 10.43% to 9.00% in the past 12 months. The gender pay gap is still largely driven by the fact that the proportion of men in senior higher-paid roles is higher than the proportion of men in lower paid roles, a pattern common to most of the UK, particularly within social care.

Outlook Care's Board of Management aspire to eliminate any gender pay gap and reaffirm their commitment to treating all employees equally regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and staff receive the same rate of pay when undertaking equivalent work supported by a clear grading structure.

We continue to have a variety of initiatives and policies in place whose aim to ensure equality and fairness and in turn reduce the gender pay gap. These include an Equality Policy and supporting action plan, family friendly policies such as Job sharing, Home and Remote Working, and flexible working arrangements. Learning and Development initiatives also encourage staff to develop and move into higher paid roles. We recognise Trade Unions and the role they can play in supporting staff and highlighting any potential discrimination.

The initiatives have resulted in a positive gender pay gap in favour of females in the quartile 1 (lowest) pay banding where females are now paid on average more than males. We have also reduced the gender pay gap from 12.89% to 6.10% for roles in quartile 4 (highest).

Outlook Care will continue to work to balancing its gender pay gap. The HR team will review current recruitment and development practices to ensure females are encouraged into higher paid roles and all recruiters are suitably trained to recognise the potential they may have for unconscious bias in recruitment decision making. Furthermore, Career Development Programmes will be explored to retain talent and this should assist in redressing the pay gap.

I, Piotr Rejek, Chief Executive, confirm that the information in this statement is accurate.

Signed PIOTR REJEK

Date 14 March 2019

