

## **2019 Gender Pay Gap Report**

### **Outlook Care**

#### **Introduction**

All employers with 250 or more employees are required to publish their gender pay gap data every year under new legislation that came into force in April 2017. The data provided is for the snapshot date of 5 April 2019. This is the third year that we have published our gender pay gap results.

Outlook Care must also publish our gender pay gap data and a written statement on our website as well as on the government website through their gender pay gap reporting service.

#### **How Does 2019 Compare?**

##### **1) Gender**

<b>Gender</b>	<b>5<sup>th</sup> April 2018</b>	<b>5<sup>th</sup> April 2019</b>
Males in the workforce	105 (17.44%)	123 (18.66%)
Females in the workforce	497 (82.56%)	536 (81.34%)

In summary, the average gender split at Outlook Care has shifted to include more men in the workforce with the percentage of males increasing in 2019 to 18.66% from 17.44% in 2018. The most recent Skills for Care report on the Adult Social Care Workforce estimates the

gender split within adult social care to be 17% male and 83% female indicating that Outlook Care is above the national average of males compared with females in the adult social care workforce.

## 2) Gender Pay Gap

Gender Pay Gap	5 <sup>th</sup> April 2018	5 <sup>th</sup> April 2019	Difference
Mean gender pay gap	9.00%	6.50%	↓ 2.50%
Median gender pay gap	7.67%	9.02%	↑ 1.35%
Males receiving bonus	0	0	0
Females receiving bonus	0	0	0
Mean gender bonus gap	n/a	n/a	n/a
Median gender bonus gap	n/a	n/a	n/a

In Summary, for 2019:

- Our mean gender pay gap is 6.50% which is a reduction of 2.5% from 2018.
- Our median gender pay gap is 9.02% which is an increase of 1.35% from 2018.
- Outlook Care does not pay bonuses so no gender bonus gap applies.

We continue to have a gender pay gap, however the gap between the average pay of male and female employees reduced by 2.5% between 2018 and 2019. The gap continues to be driven by the fact that the proportion of men in higher-paid roles is greater than the proportion of men in lower-paid roles, which is a continuing nationwide trend.

### 3) 2019 Results – Pay Quartiles

Quartile	Male % 2019	Female % 2019	Difference in Quartiles from 2018
Upper Quartile	25%	75%	3% increase in males
Upper Middle Quartile	20%	80%	2% increase in males
Lower Middle Quartile	15%	85%	No change
Lower Quartile	20%	80%	5.5% increase in males

### 4) Next Steps

We will continue to work on our gender pay gap by ensuring all employees are treated equally and fairly and receive the same rate of pay when undertaking equivalent work. We continue to have a variety of initiatives to promote equality and fairness which include our Equality Policy, Family Friendly Policies and a focus on technology supporting increased Remote and Flexible Working.

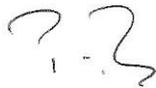
We are committed to being an inclusive employer and we regularly consider and agree flexible and remote working arrangements that enable our staff to achieve a positive work life balance. We are committed to equal opportunity for all regardless of race, colour, religion,

sex, national origin, sexual orientation, age, marital status, pregnancy, maternity, disability, or gender identity. We recognise unions and regularly meet through our Joint Negotiating Committee to see how they can support us to reducing our gender pay gap.

Along with panel interviews, we are using skill-based assessments as part of our recruitment and selection process for all positions (from Health Care Assistant to Director level) to assess candidates' suitability for the role they have applied for. This helps us get a more balanced understanding of candidate's abilities and ensure we are not just relying on one form of assessment. We also use structured processes for our interviews to eliminate any unconscious bias when making recruitment decisions.

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

**Signed:**



**Date: 04-03-2020**

