



31st March 2023

Gender Pay Gap - Statement

As Oakland Primecare employs more than 250 people, we are required by law to publish an annual gender pay gap report in accordance with the equality act 2010 (gender pay gap information) regulations 2017. This report shows the difference in average female earnings compared to average male earnings.

The gender pay gap looks at the difference in the average pay of men and women in an organisation. This is different from equal pay which is where men and women are paid the same pay for the same work.

At Oakland care, as at April 2022, the average difference in pay was 10.9% between men and women which means that the average salary for men is 10.9% higher than the average salary for women. These figures are calculated from a staff population that is 15% male and 85% female. There is a high proportion of female workers within care roles encouragingly with women making up 94% of the workforce and 75% of general manager roles are filled by women.

Oakland Care's position

Oakland care operates mainly within London and the Southeast in an increasingly competitive sector where what we pay is often influenced by other providers in the care sector, organisations outside of our sector and the complexity and/or demand for the specific role. We have more women than men in frontline roles for example within housekeeping and care worker roles, where salaries are often lower. Due to the nature of our business, we have a much higher proportion of women in front line roles.

Equality of Pay

We pay people based on their skills, experience and qualifications rather than their gender. We are fully committed to being a diverse and inclusive workplace and we firmly believe it drives the success of our employees, and we wouldn't want to operate in any other way.

Since the last Gender pay gap in April 2021, there has been a significant improvement in our pay gap which has reduced from 22.7% to 10.9%. This is attributable in some part, to the measures we implemented in 2022. In 2023 we will continue to build on the work started in 2022 and continue to monitor the impact of these measures on our pay gap. We are committed to making sure that our approach to how we recognise the contribution our staff to our success as a business is reflective of their roles.

We value the diversity, expertise and passionate commitment of all our staff. The difference in pay between male and female workers is reflective of how women and men are spread throughout the organisation and does not indicate that men and women doing the same work are paid differently.

Oakland Care's Gender Pay Gap

Set out below is Oakland Care's gender pay gap for the snapshot date of April 2022.

1. The **mean gender pay gap** is 10.9%
2. The **median gender pay gap** is 11.62%
3. The **mean gender bonus gap** is 3.07%
4. The **median gender bonus gap** is 0%
5. The percentage of:
 - o **male employees** receiving a bonus is 71.4%
 - o **female employees** receiving a bonus is 75.6%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	9.09%	90.9%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	14.6%	85.5%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	12.7%	87.3%
D	Includes all employees whose standard hourly rate places them above the upper quartile	25.9%	74.1%
All Bands	All employees	15%	85%

Actions taken since the 2021 Gender Pay Gap Report

Set out below are actions we have taken to address our gender pay gap:

- Embed a values-based approach to recruitment
- Implement actions developed as a response to the employee engagement survey
- Implement a talent management framework to include succession planning and a leadership development programme
- Embed the reward and recognition framework

We will continue to embed the actions above in 2023.

I, Joanne Balmer, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed:



Date: 31st March 2023