



31st March 2024

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 of April 2023, the average difference in pay was 8.03% between men and women which means that the average salary for men is 8.03% higher than the average salary for women. These figures are calculated from a staff population that is 23% male and 77% female. There is a high proportion of female workers within care roles encouragingly with women making up 77% of the workforce and, 72% of senior management roles are held by female workers.

The data shows Oakland Care has improved its gender pay gap at the reporting date of April 2023 compared to figures reported for April 2022 and continues to trend lower than the UK average.

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.

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 2022, we have seen some improvement in our pay gap which has reduced from 10.29% to 8.03%. This is attributable to a number of measures we implemented in 2022 to address the gap.

We continue to explore areas within our operations to make sure that what we pay our staff is proportionate to the complexity of each role and in line with our values and objectives. We are committed to making sure that our approach to how we reward our staff continues to focus on roles and not people.

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 2023.

1. The **mean gender pay gap** is 8.03%
2. The **median gender pay gap** is 10.29%
3. The **mean gender bonus gap** is 16.15%
4. The **median gender bonus gap** is 16.43%
5. The percentage of:
 - o **male employees** receiving a bonus is 1.55%
 - o **female employees** receiving a bonus is 1.18%
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	24.3%	75.7%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	16.7%	83.3%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	19.1%	80.9%
D	Includes all employees whose standard hourly rate places them above the upper quartile	32.5%	67.5%
All Bands	All employees	23%	77%

Actions taken since the 2022 Gender Pay Gap Report

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

- Continue to embed and monitor the operation of our talent management process, particularly for frontline roles where there is a higher concentration of female workers.
- Embed a values-based approach to recruitment
- Implement actions developed as a response to our latest employee engagement survey
- Continue to embed the reward and recognition framework

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

Signed:



Date: 31st March 2024