

GENDER PAY GAP REPORT 2017

As Octavia employs more than 250 people it is required by Government regulations to publish details of its gender pay gap - the difference between the average earnings for men and women. The data is analysed as both a median pay gap, which is the middle salary when salaries are lined up from lowest to highest by gender, and a mean pay gap, which is the average hourly pay to a male or female employee again regardless of the job they are in.

The data for Octavia is as follows:

- Median gender pay gap = 21%
- Mean gender pay gap = 28%
- Median bonus gender pay gap = 42%
- Mean bonus gender pay gap = 60%
- Percentage of women who received a bonus = 33%
- Percentage of men who received a bonus = 41%
- Lower quartile = 16% men and 84% women
- Lower Middle quartile = 22% men and 78% women
- Upper Middle quartile = 40% men and 60% women
- Upper quartile = 41% men and 59% women

The results are **not** an indicator of unequal pay but reflect the pay for different roles in the job market. Octavia is an equal pay employer – which means that we pay men and women the same pay for doing the same job. The figures show that:

- There is no pay gap for women in Shops or Care.
- In Housing and Office roles the median favours women by 15% whilst the mean pay gap is 9% and again reflects the jobs that men and women perform.
- Looked at separately our housing activities and care and retail activities each have a gender pay gap that is below the ONS average,
- However, when combined the mean average pay gap is 28%

Gender Pay results	Overall	Housing	Shops and Care
All staff %	100%	51%	49%
Women %	70%	52%	89%
Median pay gap %	21%	-15%	0%
Mean pay gap %	28%	9%	-3%

Our gender pay data reflects the fact that:

- We have a variety of job roles with Care, Shops, Housing and Office based staff.
- The majority of Octavia staff are women (70%) with a high proportion of women in Care and Shops (89%). If there were the same number of men and women employed in care and the shops as the rest of the organisation the overall mean gender pay gap would fall to 5% and the median to minus 6% (that is, it would favour women).
- It is in adding together Care and Shop roles, where the external job market pay rates are lower, with Housing and office based roles where market pay rates tend to be higher, that results in the current balance across our results.
- When we look at the organisation as a whole the upper middle and upper quartile have lower levels of women representation than in Octavia as a whole.
- Performance related pay is paid as a percentage of pay. The gap reflects the market pay gap and the fact that the bonus scheme has not yet been rolled out to all staff. The maximum pay able under the scheme is 5% and in 2017 the average payment to those eligible for the scheme was £600.

Action plan

Octavia is taking action to promote gender equality. Over the last year we have made further senior female appointments including at Director level. We will continue to take action both in the long and short term to address any gender pay or performance payment gaps, including

- Setting up a Director led group to look into all aspects of the gender pay issue which will report to the Board on conclusions and recommendations
- Completing our commitment to bring all staff onto the London Living Wage by April 2018.
- Re-evaluating our performance related pay scheme,
- Paying an above market rate of pay to staff in Care & Shops.
- Bringing all staff onto an appropriate bonus scheme by 2018/19
- Developing and encouraging female applicants for senior management positions and encouraging more male applicants for our care and shops roles,
- Continuing to review all pay rates on a 3 yearly basis.

Octavia is committed to ensuring that we have a gender neutral pay systems and that our action plan addresses any gaps identified.

I confirm the data reported is accurate.

Grahame Hindes
Chief Executive Officer
March 2018