

Octavia Gender Pay Gap report 2020

All data is from the snapshot date, 5 April 2020.

What is the gender pay gap?

The gender pay gap **measures the difference in the average hourly earnings of men and women** within the organisation. This is different from equal pay, which is the pay difference between men and women who do equal work.

All jobs are evaluated using an external organisation that benchmarks salaries against the job market to make sure we measure the value of every role in a consistent way and pay equally for work of equal value.

As a company with 250 or more employees, we're required under the Equality Act to display the gap in salaries between men and women. We submit our data to the Government and it's also available on our website.

This report shows the **mean average and the median average of data**.

- The mean is calculated by taking a total of all salaries and dividing by the total number of employees.
- The median is the middle salary out of all employee salaries.

Summary of report

The **mean gender pay gap for 2020 is 17%**, a decrease of 9% from 2019. The **median gender pay gap for 2020 is 24%**, a decrease of 5% from 2019.

The **mean gender bonus pay gap is 21%**, a decrease of 21% from 2019. The **median gender bonus pay gap for 2020 is 24%**, a decrease of 2% from 2019.

The proportional difference **between men and women receiving a bonus is 1%**.

Breakdown of employee groups

Whilst our **overall workforce is 67% women to 33% men**, our frontline services of **Care and Retail staff is 88% women and 12% men**. This ratio reflects the UK workforce trends for staff in Care and Retail positions.

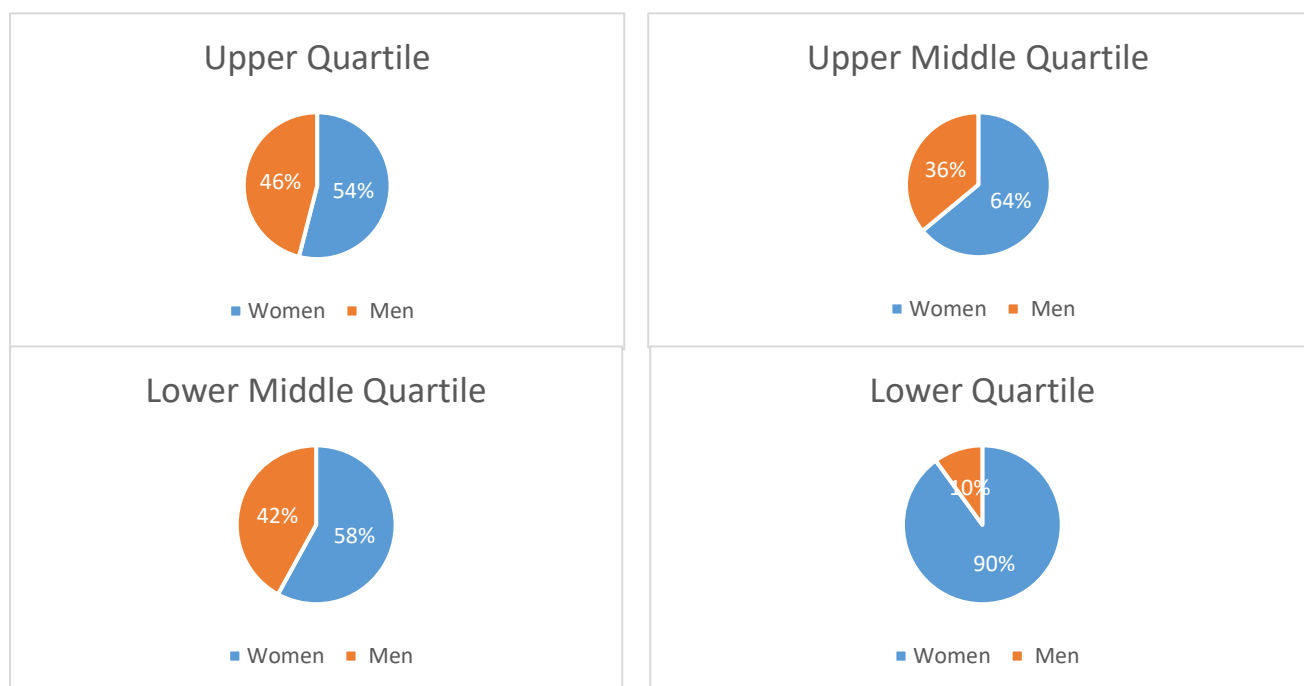
In the table below, we can see the difference this makes in our gender pay gap. For our housing and central functions our gender pay gap is significantly smaller.

Group of employees	Mean pay gap	Median pay gap
All staff	17%	24%
Care/Retail staff	22%	10%
Office and Housing staff	0.5%	3.5%

Proportion of men and women in each pay quartile

The charts below show the **distribution of our workforce across four quartiles**, divided by pay. Each quartile represents **one quarter (25%)** of the organisation, sorted from the highest to lowest paid, with the upper quartile being the top 25% of the organisation by salary, the upper middle quartile being the next 25% of the organisation, and so on.

The data highlights that the **number of women remains higher than the number of men in each quartile**, in line with the overall figures for the organisation, but is **significantly higher in the lower quartile**.



Progress

The table below shows the progress we've made to close the gender pay gap over the past few years.

Year of data	Mean pay gap	Median pay gap	Mean bonus gap	Median bonus gap
2020	17%	24%	21%	24%
2019	26%	29%	42%	26%
2018	30%	31%	30%	3%
2017	24%	21%	54%	42%

What we're doing to address the gender pay gap

We've made progress and we're committed to improving our gender pay gap further. We've identified the following actions to help us achieve this, some of which are continuing actions that are producing positive results.

- Continue to deliver and prioritise our equality, diversity and inclusion (EDI) goals and deliver our action plan.

- Building on our success of remote working during the pandemic, provide flexible working opportunities and wellbeing support.
- Continue to focus and improve inclusive recruitment and selection processes.

A handwritten signature in black ink, appearing to read 'Sandra Skeete', with a stylized flourish at the end.

Sandra Skeete

Chief Executive Officer

July 2021