

# Options

Support | Empower | Enable

Living life to the full!



## Gender Pay Gap Report

February 2024

Options is a local charity that supports people with learning disabilities, autism and acquired brain injuries across Merseyside and the surrounding areas.

As an organisation that values the individual contribution each person makes to supporting, empowering, and enabling people with disabilities to live their life to the full, we seek to employ a workforce that reflects the diverse community at large.

We believe every person is unique, that no two people are the same. For that reason, we feel that support needs to be built around each person, so that they're supported to fulfil their unique potential. Having a gender balanced and diverse workforce ensures that we're able to build great support teams to achieve this goal.



# Options for Supported Living

As we employ more than 250 staff, we're required by law to publish an annual gender pay gap report showing the difference in average male and female earnings. We've calculated our figures following the guidance set out in the gender pay gap legislation.

This is our report for the snapshot date of 16th February 2024

## Mean Gender Pay Gap

**-5.4%**

The average pay for our female staff is slightly higher

This is the difference in average pay for our male staff against the average pay for our female staff.

There is a slight difference in rate of pay!

A + indicates men earn more and a - indicates that women earn more.

This is higher than last year!



## Median Gender Pay Gap

**0%**

The mid-point is higher for our female staff

If you listed all our male and female employees from highest paid to the lowest, the 'median' is the mid-point on each list.

Amazing!

And no difference in the median gender pay too!

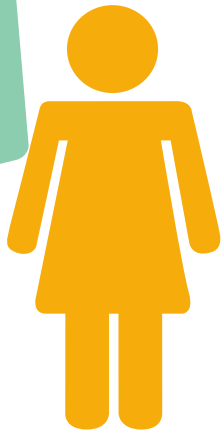
Highest paid roles

Lowest paid roles

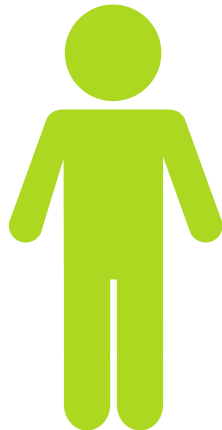


### % of Employees who Received a Bonus

Our male staff remain ahead of the game for referring friends to work at Options!



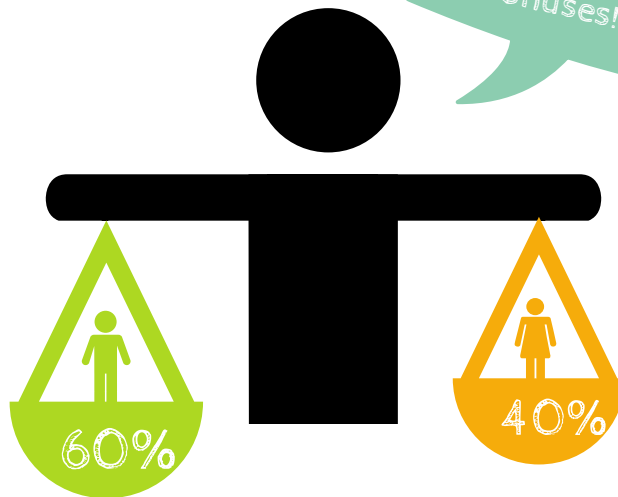
8.6%



24.7%



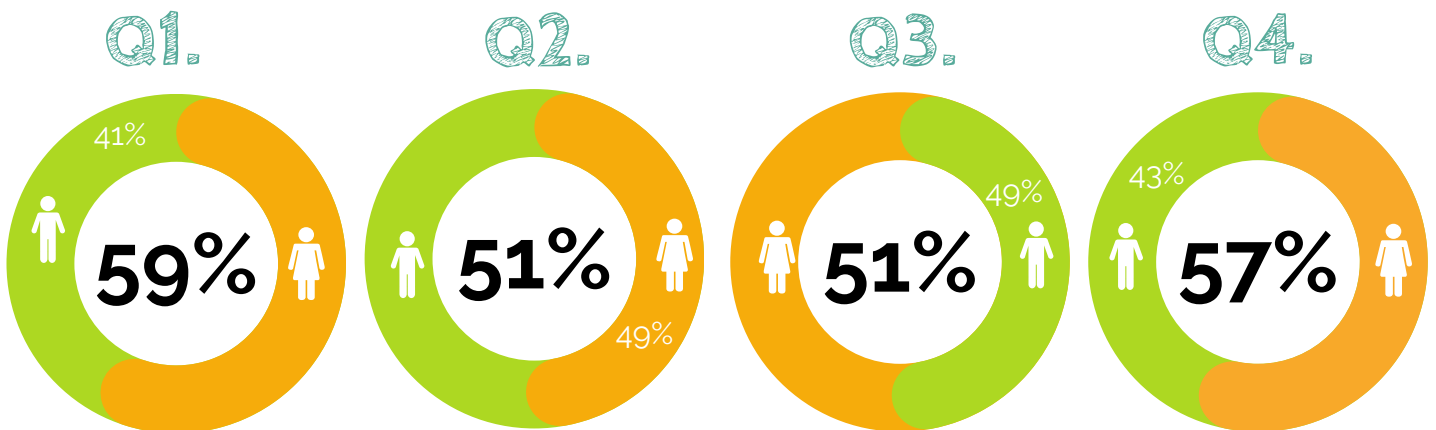
There was a slight difference in the rate of pay for bonuses!



### Pay Quartiles by Gender

Lowest paid roles

Highest paid roles



If you listed all our staff from the lowest to highest paid and split this into four equal sections, this shows the % of male and female staff in each section.

## Our Staff:

In contrast to the sector, we're pleased to have **54%** of women **46%** and of men make up our workforce overall.



## Our Leadership Team:

Comparably **75%** of women and **25%** of men make up our leadership team; including Senior Leadership and Team Leaders (both operational and office based).



We trust our data shows our commitment to diversity. We believe the difference in median gender pay, whilst marginal, is because much of the social care workforce is made up of females and naturally Options workforce has been shaped by this.

We recognise it's a challenge for most support providers to attract males into the sector, and we're taking proactive steps to ensure we have as balanced a workforce as possible, at all levels of the organisation, by ensuring our recruitment activities target and appeal to both males and females alike. We also ensure our reward and development opportunities are fair and available to everyone within the organisation.



Some of the things we've put in place to ensure equality and diversity within Options are:

- Transparency regarding pay for all roles advertised.
- A robust, and well-structured values-based recruitment process for all roles; objectively comparing candidates against clear selection criteria.
- Rigorous, yet supportive, induction policies and procedures; ensuring staff feel welcomed and valued as unique individuals.
- Comprehensive training and development opportunities (including nationally recognised vocational qualifications, leadership development) made available to all staff, ensuring their potential is maximised.
- Personal Development Plans created and implemented for all staff looking to progress their career within Options.
- A simple pay system determined by job evaluation and non-discriminatory factors.
- A wide range of flexible working opportunities enabling staff to manage their work/life balance more effectively.
- Ongoing diversity monitoring to identify areas of potential concern and actions to address them.
- An organisation wide commitment to learning and continuous improvement.



We continue to promote and advocate the following areas for rewarding staff with bonuses:

- Referring a friend or family member to work for Options, who is successful in their application; and
- Completing an Apprenticeship qualification relative to their role such as Level 2/3 in **Health and Social Care**.

Both of these are or were available to all staff. On average the number of recruitment referrals made by our female staff was lower than our male staff this year and we believe this is one of the factors that has influenced this differential.

Going forward we will continue to review our gender pay gap; ensuring we maintain a good balance, and where any concerns are identified we will take positive action to address them.

I confirm that the information in this statement is accurate.

Best wishes,

Lisa Goulding, Deputy Chief Executive  
Feb 2024



0151 236 0855



Options for Supported Living  
1st Floor, St. Nicholas House  
Old Churchyard  
Liverpool  
L2 8TX



welcome@optionsforsupportedliving.org



www.optionsforsupportedliving.org

Follow us on Facebook!  
Options for Supported Living



Say hello on Twitter  
@Optionsempowers



Check out our Instagram  
@Optionsempowers

