

## *Gender Pay Gap Report 2023*

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for Optimum Pay Group Ltd. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. Below findings published as at December 2022 covering 2021/2022.

<b>1</b>	<b>Average gender pay gap as a mean average</b>	35.2%	
<b>2</b>	<b>Average gender pay gap as a median average</b>	8.8%	
<b>3</b>	<b>Average bonus as a mean average</b>	0%	
<b>4</b>	<b>Average bonus as a median average</b>	0%	
<b>5</b>	<b>Proportion of staff eligible for bonus</b>	Male 0%	Female 0%
<b>6</b>	<b>Proportion of men and women in the four band pay groups</b>	<b>Male</b>	<b>Female</b>
	<i>Upper quartile</i>	66.6%	33.4%
	<i>Upper middle quartile</i>	70.1%	29.9%
	<i>Lower middle quartile</i>	56.8%	43.2%
	<i>Lower quartile</i>	59.1%	40.9%