

Gender Pay Gap Reporting - Omar Park Homes

Measure	2017	2018	2019	2020	2021	2022
Mean Gender Pay Gap	-2.00%	3.00%	4.00%	17.00%	6.00%	6.10%
Median Gender Pay Gap	-3.00%	0.00%	9.00%	13.00%	14.00%	3.80%
Mean Bonus Gender Pay Gap	-56.00%	-33.00%	-42.00%	20.00%	-38.00%	-34.00%
Median Bonus Gender Pay Gap	0.00%	-67.00%	0.00%	0.00%	0.00%	-6.80%
% Males Receiving Bonus	74.00%	70.00%	83.00%	82.00%	46.00%	82.80%
% Females Receiving Bonus	75.00%	78.00%	75.00%	75.00%	50.00%	75.30%
% Female Employees	11.00%	11.00%	12.00%	13.00%	11.00%	12.00%
% Male Employees	89.00%	89.00%	88.00%	87.00%	89.00%	88.00%

Pay Quartiles	2017		2018		2019		2020		2021		2022	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Lower Quartile	85%	15%	84%	16%	76%	24%	0%	100%	78%	22%	80%	20%
Lower Middle Quartile	98%	2%	94%	6%	92%	8%	100%	0%	94%	6%	92%	8%
Upper Middle Quartile	85%	15%	87%	13%	93%	7%	33%	67%	94%	6%	89%	11%
Upper Quartile	88%	12%	91%	9%	88%	12%	100%	0%	89%	11%	89%	11%

2020 Data - this was based on a snapshot taken on 5th April 2020 which included instructions to exclude anyone on Furlough from the Gender Pay Gap Calculations

Only 10 employees were not placed on furlough on that date and, therefore, calculations are across a spread of 10 staff which included 2 administrators to manage payroll and customer enquiries (both female) and a team of 7 senior managers who all took a significant pay cut but stayed working

The Bonus calculations include all employees as it looks at any bonus paid in the year to 5th April 2020 (so pre-Covid) but the pay calculations are vastly skewed and not a representation of pay rates in the organisation.