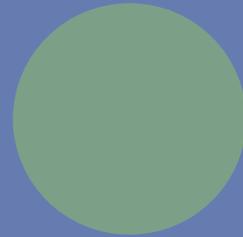
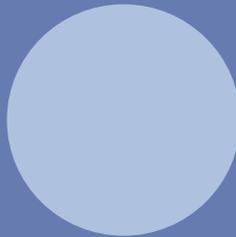
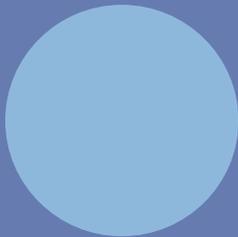


General Optical Council: Gender Pay Gap Report April 2020



Summary and Background

Summary

This paper summarises the results of the gender pay gap assessment carried out using snapshot data as at 5th April 2020 for the GOC.

Our results show a reduced mean pay gap and an increased median pay gap, both favouring men but well within industry norms.

Background

In February 2017, the Government [introduced a requirement](#) for companies with more than 250 employees to publish the following calculations, as at 5 April each year, to show the size of the pay gap between their male and female employees:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of men and women receiving a bonus payment
6. Proportion of men and women in each pay quartile

The GOC employs less than 250 employees and so we are not required to publish our gender pay gap data. However, as part of our commitment to equality, diversity, and inclusion (EDI) we have chosen to publish our data on an annual basis.

Gender Pay Gap versus Equal Pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be several issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay, but this is not necessarily the case.

Gender Pay Gap Figures

Gender pay gap data has been analysed using data as of the 5th April 2020.

Figures Overview

- **Mean Gender Pay Gap** – on average men earn **2.5%** higher hourly rate than women.
- **Median Gender Pay Gap** – on average men's median pay is **14.6%** higher than women's.
- **Bonuses** – we do not pay bonuses so there is no mean or median bonus gap.

Proportion of men and women in each of the four pay quartiles:

	Men	Women
Lower Quartile	24%	76%
Lower Middle Quartile	33%	67%
Upper Middle Quartile	48%	52%
Upper Quartile	38%	62%
All staff	36%	64%

Analysis

Our mean Gender Pay Gap has narrowed since last year and while the median figure has grown, both are significantly better than the national averages and those for Non-Profit Bodies (see appendix 1).

The median and mean figures have diverged somewhat this year, having been much closer in 2019's figures (3.4% and 6.0%). This suggests that the dataset is becoming skewed by low earners and this is reflected in the lower quartile where the proportion of women has increased.

The GOC is committed to continually improving in this area by reviewing salary data on a regular basis to ensure that staff are paid appropriately and taking any necessary actions if not. Our aim is a 0% Gender Pay Gap on both Mean and Median, as well as an equal split in all quartiles. This may be difficult to achieve given our small population, but it will remain the aim.

Please keep in mind when looking at the figures the impact of the small size of our population. As each person represents nearly 5% in each quartile, a 10% difference equates to 2 people only.

Further Initiatives

There are several ongoing initiatives to ensure that we pay colleagues appropriately and do not differentiate on gender, race or any other protected characteristic including:

- Our EDI Lead reviewing our recruitment processes to promote fairer hiring practices;
- Reviewing family friendly and flexible working policies;
- Promoting our staff networks to support diversity and inclusion, including Women's; Black, Asian, and Minority Ethnic (BAME); Lesbian, Gay, Bisexual, Transgender, Queer+ (LGBTQ+) and Disability networks;
- Installation of a new recruitment system enabling better monitoring of applicant equality data;
- Providing an ongoing programme of mandatory EDI training and education for all staff;
- Analysis of historic pay levels to ensure consistency with recent appointments.

Appendix

Appendix 1 – Comparison Data 2020

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
GOC	<250	2.5	14.6	76	67	52	62	0	0	0	0
National Average		14.6	15.5								
Non-Profit Body		17.8	18.2								

Statistics from [Office for National Statistics](#)