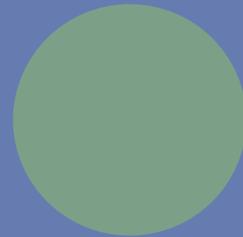
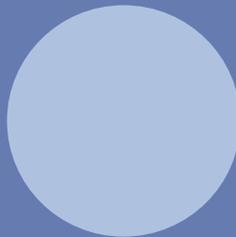
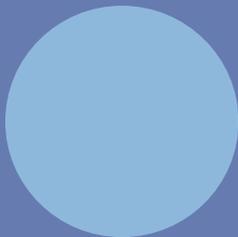


General Optical Council: Gender Pay Gap Report April 2021



Summary and Background

Summary

This paper summarises the results of the gender pay gap assessment carried out using snapshot data as at 5th April 2021 for the GOC.

Our results show a reduced mean and median pay gaps, both marginally favouring men but well within industry norms and an improvement on the figures from April 2020.

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 of April 2021.

Figures Overview

- **Mean Gender Pay Gap** – on average men earn **1.3%** higher hourly rate than women.
- **Median Gender Pay Gap** – on average men's median pay is **5.0%** 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	25%	75%
Lower Middle Quartile	38%	62%
Upper Middle Quartile	35%	65%
Upper Quartile	35%	65%
All staff	33%	67%

Analysis

We have managed to reverse last year's significant increase in our Median Pay Gap, while continuing to tighten our Mean Pay Gap even further. Both remain significantly better than the national averages and those for Non-Profit Bodies (see appendix 1).

The proportions have improved further in the upper quartiles, getting closer to the overall staff ratio, but the two lower quartiles remain a concern. The Lower Quartile has improved slightly but the Lower Middle Quartile has got slightly worse. To measure our progression, we have included the figures for 2019 and 2020 alongside our 2021 figures in the appendix.

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 Partner has reviewed our recruitment processes and proposed several improvements to promote fairer hiring practices;
- Our family friendly and flexible working policies have been reviewed and relaunched;
- We continue to promote 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; plus, our new Anti-Racism group; and the long-standing Staff Welfare and Engagement Group (SWEG);
- We held a series of high-profile events to celebrate Women's History Month, including inspirational external speakers;
- Our new Applicant Tracking System is allowing us to track EDI data on applicants to ensure that we are attracting a diverse pool;
- Our EDI Partner has also had an ambitious programme of EDI learning and development approved to run over the next 2 years.

Appendix

Appendix 1 – Comparison Data 2021

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 2021	<250	1.3	5.0	75	62	65	65	0	0	0	0
GOC 2020	<250	2.5	14.6	76	67	52	62	0	0	0	0
GOC 2019	<250	3.4	6.0	68	64	64	57	0	0	0	0
National Average		14.9	15.4								
Non-Profit Body		18.0	20.8								

Statistics from [Office for National Statistics](#)