

Gender Pay Gap Report 5th April 2019

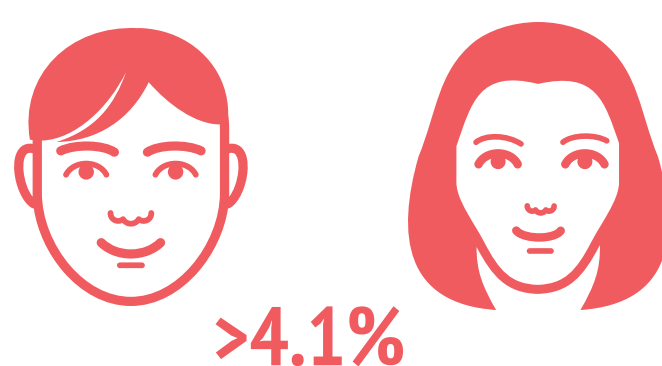
Average Gender Comparisons



At Real Life Options, women earn 99p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 1% lower than men's.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

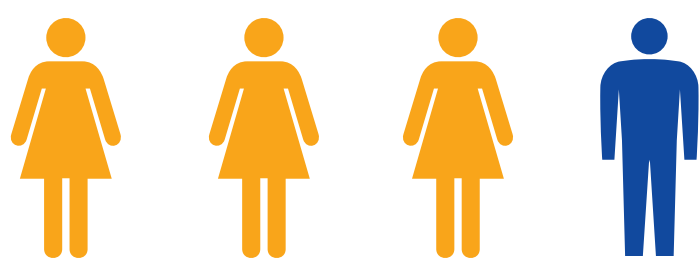
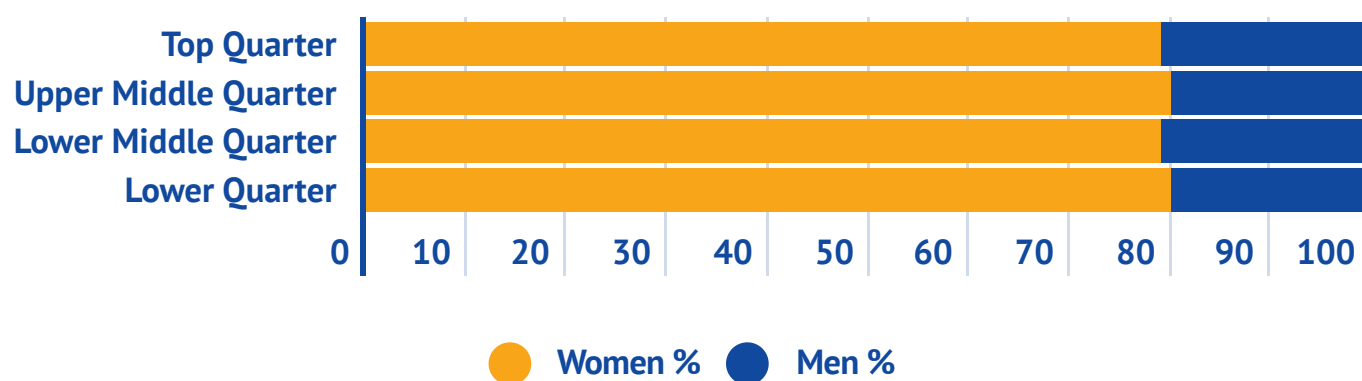
When comparing mean hourly wages, women's mean hourly wage is 4.1% lower than men's.



The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Gender Pay Comparisons by Quarter

Proportion in each Pay Quarter by Gender



At Real Life Options, women occupy 79% of the highest paid jobs and 80% of the lowest paid jobs.

Bonus Pay Gap

There is no gender bonus pay gap as no bonuses were paid by Real Life Options

Zero

Report Summary

Real Life Options is a nationwide organisation operating in the social care sector. We employ a high percentage of female employees (73%) in common with sector norms. Our strategy is to build a diverse workforce ensuring that all employees are treated fairly and with respect. We ensure that all our pay and reward scales are transparent and ensure that all employees have equal opportunity to progress within the organisation.

We are pleased to note that there is only a 1% pay differential in our Median hourly wage rates and a 4.1% differential towards males in our Mean hourly wages. We continue to strive towards parity amongst all employees and all new recruits are paid at standard rates to help us achieve this. The organisation will continue to review any evident pay gaps both at Mean and Quartile levels, with an aspiration to close any gaps and ensure pay parity for all employees.

David Sargent
Chief Executive Officer