



Making a better world for people with disabilities

Gender Pay Gap Report

January 2025





About us

Options, founded in 1993, is a well-established local charity, providing support for people with learning disabilities within Merseyside.

As an organisation that values the individual contribution each person makes to supporting, empowering and enabling people with disabilities to live their life to the full, we seek to employ a workforce that reflects the diverse community at large.

We believe every person is unique, that no two people are the same. For that reason, we feel that support needs to be built around each person, so that they're supported to fulfil their unique potential. Having a gender-balanced and diverse workforce ensures that we're able to build great support teams to achieve this goal.

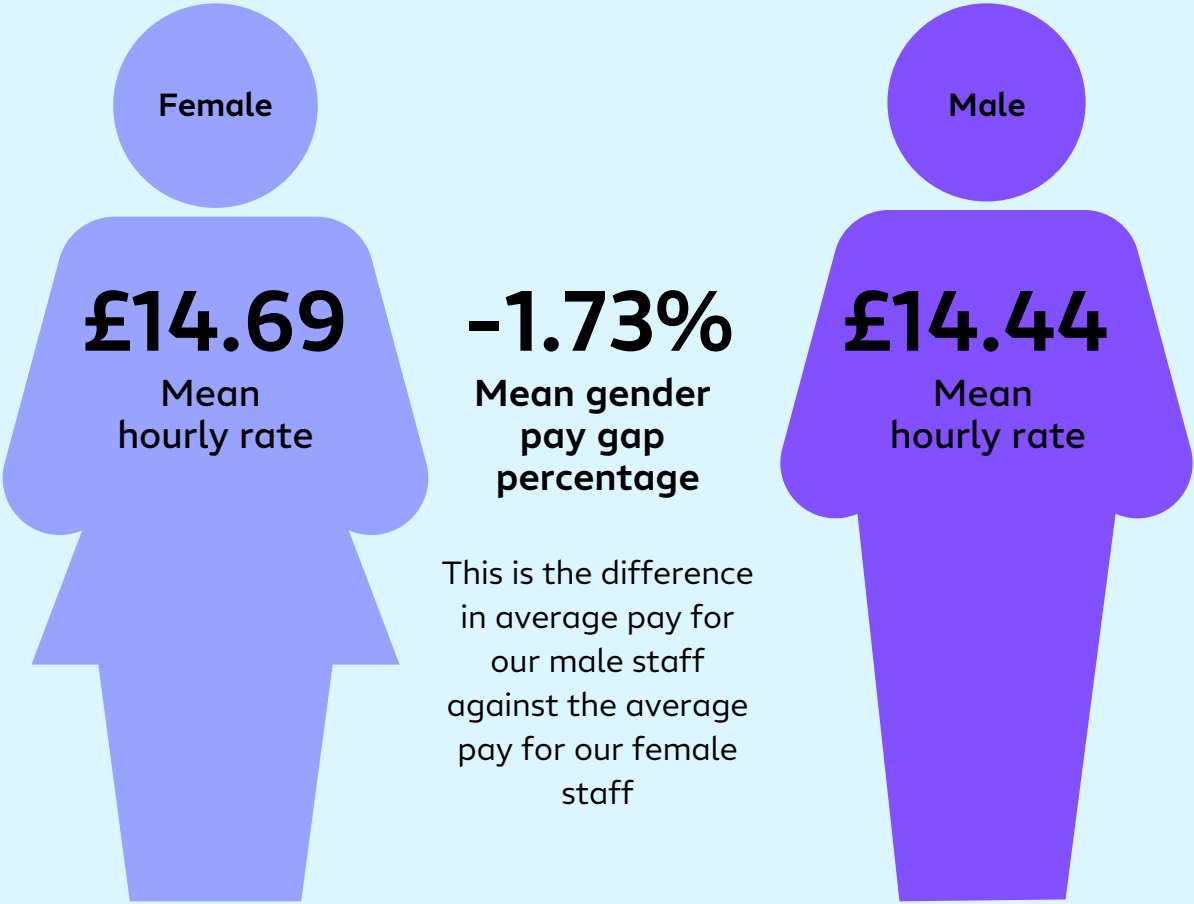
As we employ more than 250 staff, we're required by law to publish an annual gender pay gap report showing the difference in average male and female earnings. We've calculated our figures following the guidance set out in the gender pay gap legislation.

This is our report for the snapshot date of 31st January 2025.



A + indicates men earn more and a - indicates that women earn more

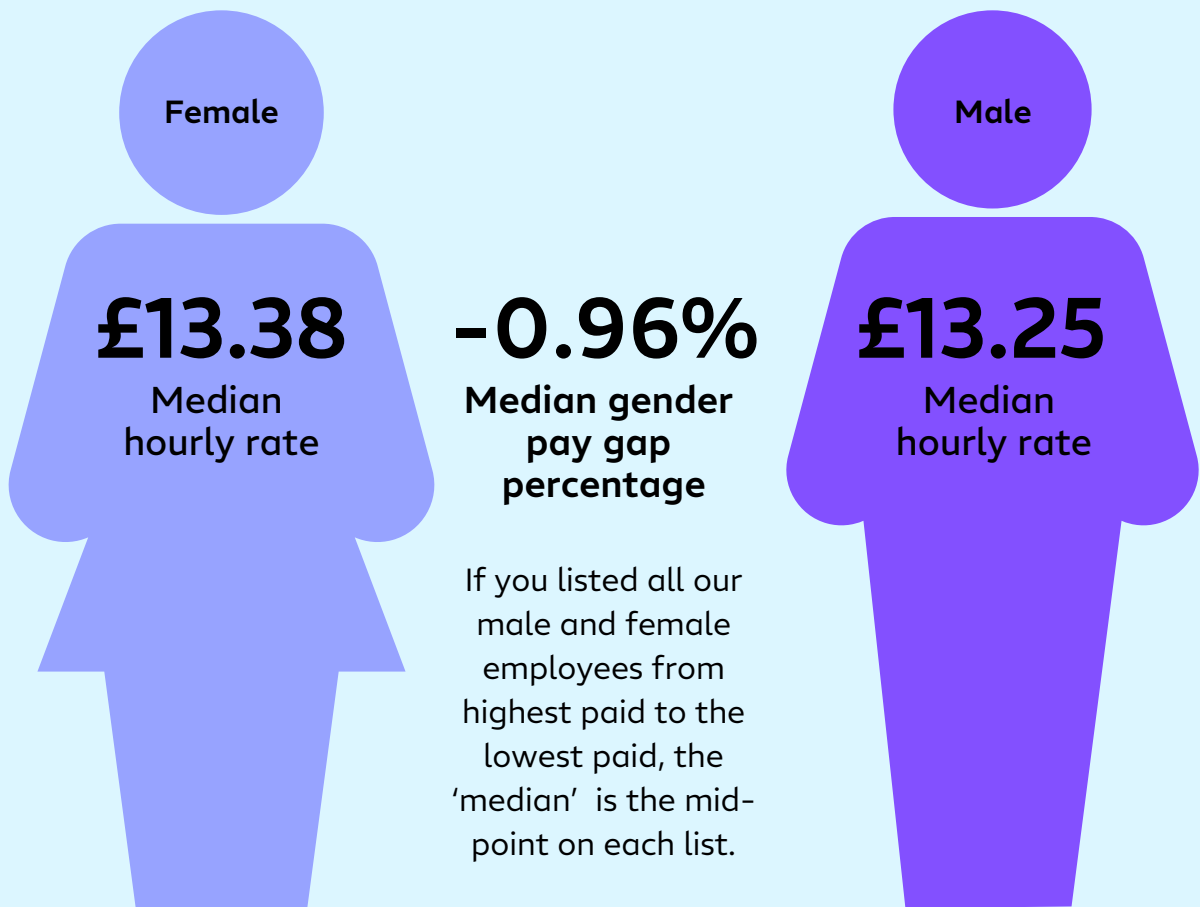
Mean hourly rates and pay gap percentage



Overall the pay gap percentage has reduced by 3.67% since 2024

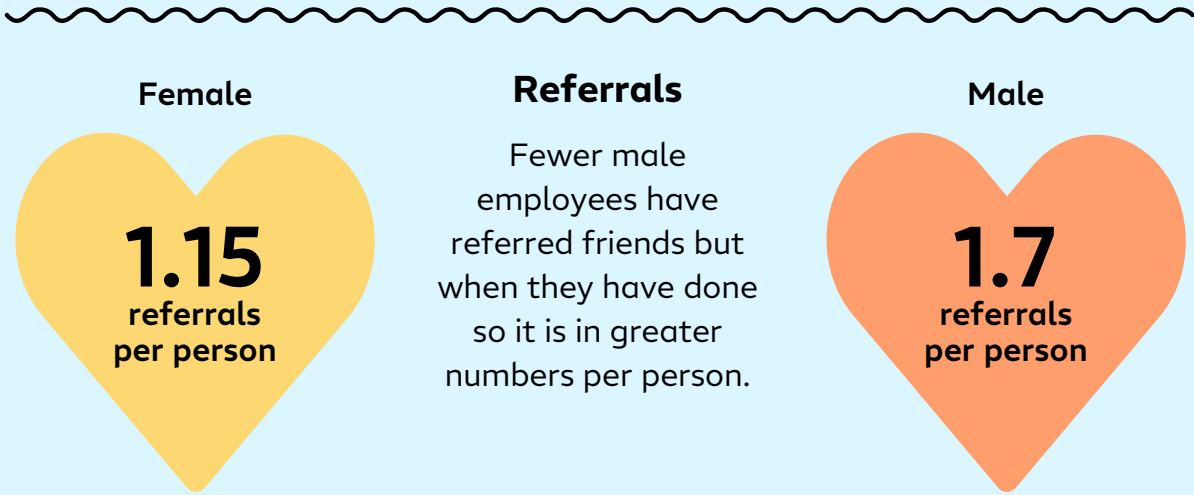
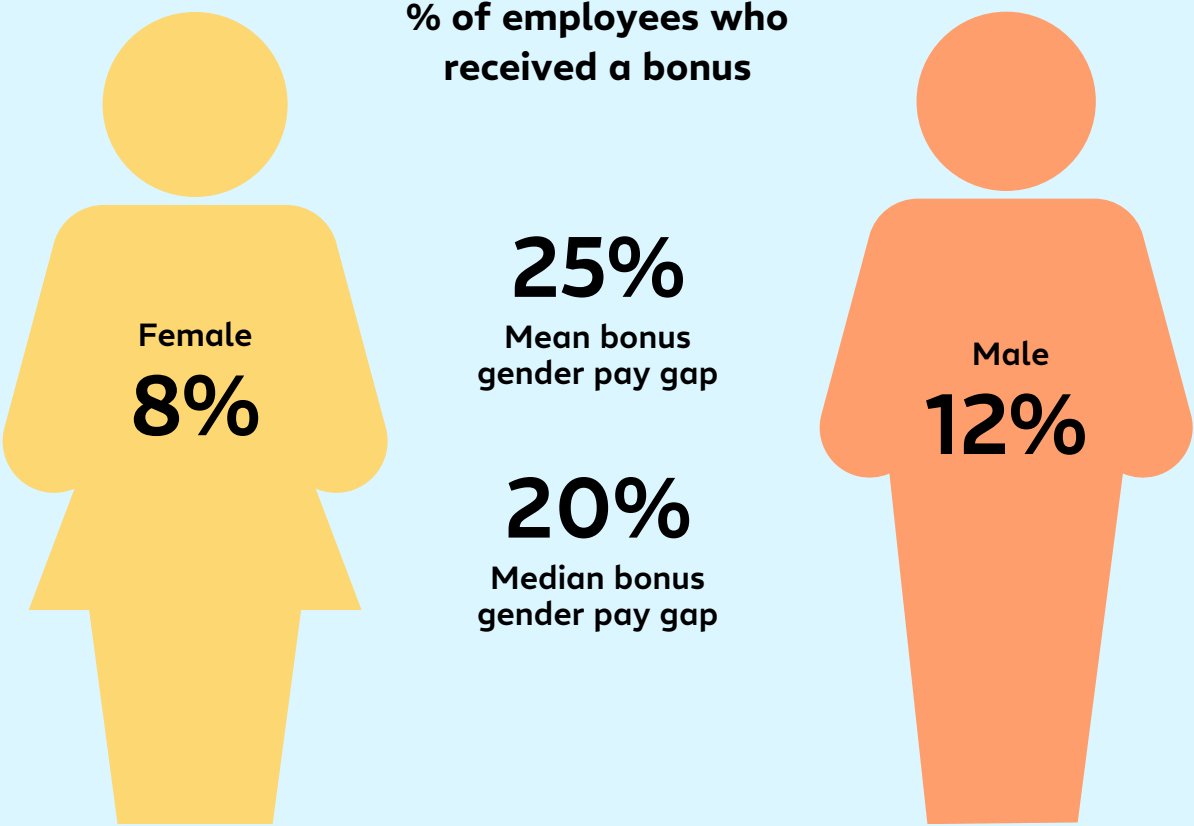
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Median hourly rates and pay gap percentage



Overall the pay gap percentage has increased by 0.96% since 2024

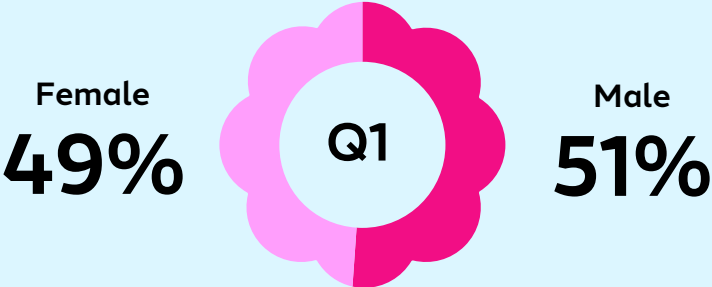
Bonus Schemes



Pay quartiles

If you listed all our staff from the lowest to highest paid and split this into four equal sections, this shows the % of male and female staff in each section.

Lowest paid roles



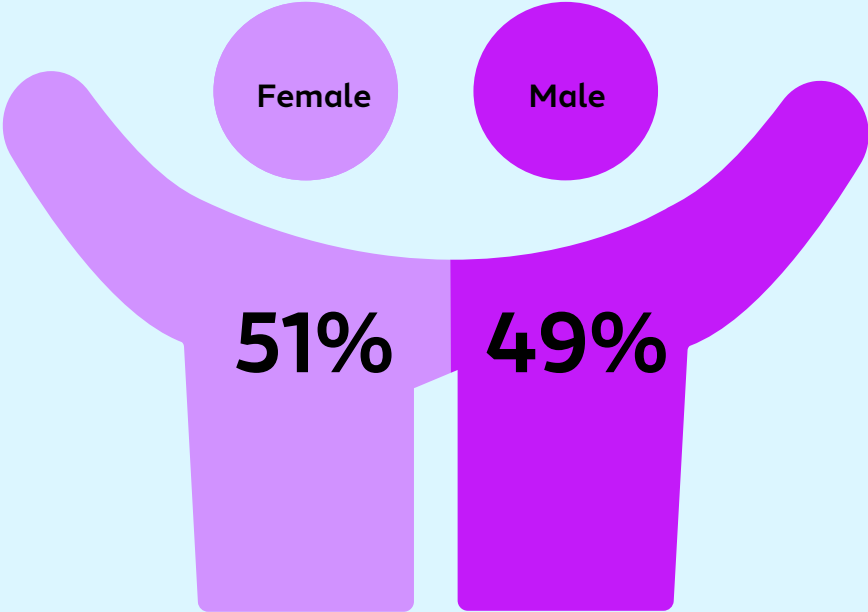
Highest paid roles

Our staff



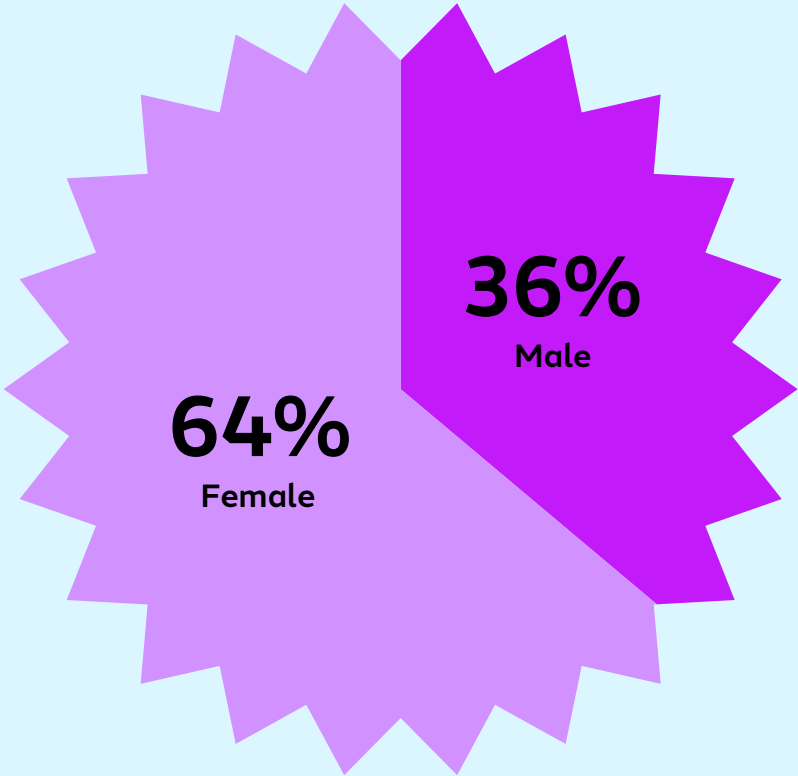
Overall staff split

In contrast to the sector, we're pleased to have 51% of women and 49% of men make up our workforce overall.



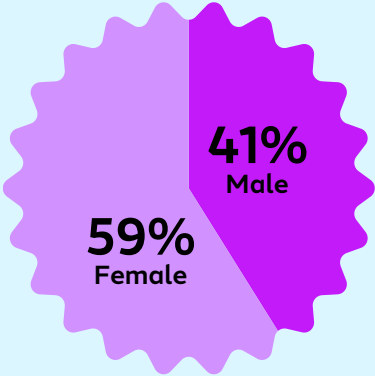
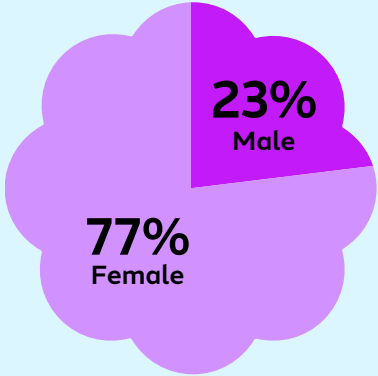
Our staff

Comparably 64% of women and 36% of men make up our leadership team; including Senior Leadership and Team Leaders (both operational and office based).



Senior Leaders

Team Leaders



Our commitment



We trust our data shows our commitment to diversity. We believe the difference in median gender pay, whilst marginal, is because much of the social care workforce is made up of females, and naturally, Options' workforce has been shaped by this.

We recognise it's a challenge for most support providers to attract males into the sector, and we're taking proactive steps to ensure we have as balanced a workforce as possible at all levels of the organisation, by ensuring our recruitment activities target and appeal to both males and females alike. We also ensure our reward and development opportunities are fair and available to everyone within the organisation.

Some of the things we've put in place to ensure equality and diversity within Options are:

- Transparency regarding pay for all roles advertised.
- A robust and well-structured values-based recruitment process for all roles, objectively comparing candidates against clear selection criteria.
- Rigorous yet supportive induction policies and procedures, ensuring staff feel welcomed and valued as unique individuals.
- Comprehensive training and development opportunities (including nationally recognised vocational qualifications and leadership development) made available to all staff, ensuring their potential is maximised.
- Personal Development Plans created and implemented for all staff looking to progress their career within Options.
- A simple pay system determined by job evaluation and non-discriminatory factors.
- A wide range of flexible working opportunities enabling staff to manage their work/life balance more effectively.
- Ongoing diversity monitoring to identify areas of potential concern and actions to address them.
- An organisation-wide commitment to learning and continuous improvement.

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Our commitment continued.



We continue to promote and advocate the following areas for rewarding staff with bonuses:

- Referring a friend or family member to work for Options, who is successful in their application; and
- Completing an Apprenticeship qualification relative to their role such as Level 2/3 in Health and Social Care.

The number of recruitment referrals made by our female staff was lower than by male staff. This was the driver behind the pay gap differential.

Going forward, we will continue to review our gender pay gap, ensuring we maintain a good balance, and where any concerns are identified, we will take positive action to address them.

I confirm that the information in this statement is accurate.

Best wishes,

A handwritten signature in black ink that reads "J. Hardy".

Jonathan Hardy
Finance Manager
April 2025



**Making a better world
for people with disabilities**

**If you have any questions,
then please get in touch:**

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