

Gender Pay Report 2021

As part of our commitment to equality Option A completes an annual gender pay report that we make publicly available.

Basic Pay

Average Hourly Pay					
Staff Numbers	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Male	51	50	48	45	194
Female	25	26	28	32	111
Total	76	76	76	77	305
Percentage Male	67.10%	65.8%	63.2%	58.4%	63.6%
Percentage Female	32.90%	34.2%	36.8%	41.6%	36.4%
Mean Pay Men	24.23	11.17	9.41	8.74	
Mean Pay Women	20.19	11.05	9.35	8.76	
Mean Gender Pay Gap	16.7%	1.0%	0.7%	-0.2%	
Male Median Pay					10.07
Female Median Pay					9.73
Median Pay Gap					3.5%

Comments

Whilst the gap is relatively narrow Option A is committed to reducing this gap further.

One of the main drivers of this gap is the availability of higher paid piece work in agriculture where we have had difficulty attracting sufficient female workers. Making these roles more attractive to women will go a long way to reducing this pay gap.

Bonus

Bonuses			
Male Receiving	19	4.60%	of all men
Female Receiving	11	17.10%	of all women
Mean Bonus Men	£414.80		
Mean Bonus Women	£56.42		
Mean Gender Bonus Gap	86.4%		
Male Median Bonus	£194.12		
Female Median Bonus	£26.14		
Median Bonus Pay Gap	86.5%		

Comments

The gap in bonuses is large and a concern to Option A.

Much of the gap is also a result of bonuses being rarely payable in production work but being quite common within agricultural harvesting. We are taking steps to make these roles more attractive and accessible to women which will hopefully reduce and ultimately eliminate this gap.

Signed

Nick Scott

Managing Director
Option A

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