

# Gender Pay Report 2022

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
<b>Male</b>	53	53	40	49	195
<b>Female</b>	16	17	29	22	84
<b>Total</b>	69	70	69	71	279
<b>Percentage Male</b>	76.8%	75.7%	58.0%	69.0%	69.9%
<b>Percentage Female</b>	23.2%	24.3%	42.0%	31.0%	30.1%
<b>Mean Pay Men</b>	48.51	19.27	13.64	10.05	
<b>Mean Pay Women</b>	50.62	18.61	13.24	10.16	
<b>Mean Gender Pay Gap</b>	-4.3%	3.4%	3.0%	-1.0%	
<b>Male Median Pay</b>					16.09
<b>Female Median Pay</b>					13.81
<b>Median Pay Gap</b>					14.2%

## Bonus

<b>Male Receiving</b>	9	4.6%	of all men
<b>Female Receiving</b>	8	9.5%	of all women
<b>Mean Bonus Men</b>	902.93		
<b>Mean Bonus Women</b>	388.66		
<b>Mean Gender Bonus Gap</b>	57.0%		
<b>Male Median Bonus</b>	548.7		
<b>Female Median Bonus</b>	142.96		
<b>Median Bonus Pay Gap</b>	73.9%		

Signed

**Nick Scott**  
Managing Director

Option A Limited  
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