

Gender Pay Report 2023

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	60	54	44	40	198
Female	13	19	29	33	94
Total	73	73	73	73	292
Percentage Male	82.2%	74.0%	60.3%	54.8%	67.8%
Percentage Female	17.8%	26.0%	39.7%	45.2%	32.2%
Mean Pay Men	52.67	16.07	11.73	7.83	
Mean Pay Women	49.13	14.94	11.81	8.26	
Mean Gender Pay Gap	6.7%	7.0%	-0.7%	-5.4%	
Male Median Pay					13.79
Female Median Pay					11.98
Median Pay Gap					13.1%

Bonus

Male Receiving	17	8.60%	of all men
Female Receiving	26	27.70%	of all women
Mean Bonus Men	568.55		
Mean Bonus Women	150.89		
Mean Gender Bonus Gap	73.5%		
Male Median Bonus	492.09		
Female Median Bonus	30.47		
Median Bonus Pay Gap	93.8%		

Signed

Nick Scott
Managing Director

Option A Limited
29/03/24