



pss*



Gender pay gap report 2023

Our yearly look at what men and women are paid at PSS.

About this report

At PSS, we're here to provide an outstanding service. We're always looking to find ways to meet needs that have previously been unmet.

Our staff are really important, and we want our teams to love working at PSS. We pride ourselves on promoting a diverse and inclusive culture; we embrace our differences, knowing that they make us stronger and reflect the needs of the people who use our services.

We're totally committed to promoting diversity and gender equality - and we know we still have some work to do. We offer all of our people the same growth and development opportunities within a positive, open and inclusive workplace.



Introduction

The gender pay gap shows the difference in average pay between woman and men, regardless of their role. Under Government requirements, Equality Act 2010 (Gender Pay Gap Information Regulations 2017), UK employers with 250+ employees have to report their gender pay gap. This involves doing six calculations that show the difference between the average (mean and median) earnings of men and women across the organisation:

- Mean gender pay gap in hourly paid
- Median gender pay gap in hourly paid
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The median is the mid-point in the figures - ie, what's typical and not affected by high or low pay rates. The mean is what you would be familiar with as the straightforward average.

We're also reporting the pay information gender split by quartiles. We've done this by ranking the highest-paid staff member to the lowest, then putting them into four groups, ranging from highest to lowest, split by gender.

At PSS we are required to publish the results on our website and a Government website. This will happen within one calendar year of 5 April 2022.

The results of these calculations enable PSS to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels

Notes on our calculations

These calculations are based on all PSS's full-pay relevant employees, which includes all staff with a permanent contract, temporary contract or variable permanent-hours contract.

Full-pay relevant employees are those who were employed on the snapshot date (5 April 2022) and have been paid their usual full basic pay during the relevant pay period. The relevant pay period for permanent contracted staff is the April pay period, between 1 April 2022 and 30 April 2022. The relevant pay period for all other staff is the three months prior to the snapshot date, (between 1 February 2022 and 30 April 2022). This period has been chosen because casual work is sporadic and we feel that the three-month period to the snapshot date better reflects a figure for average pay.

Key metrics

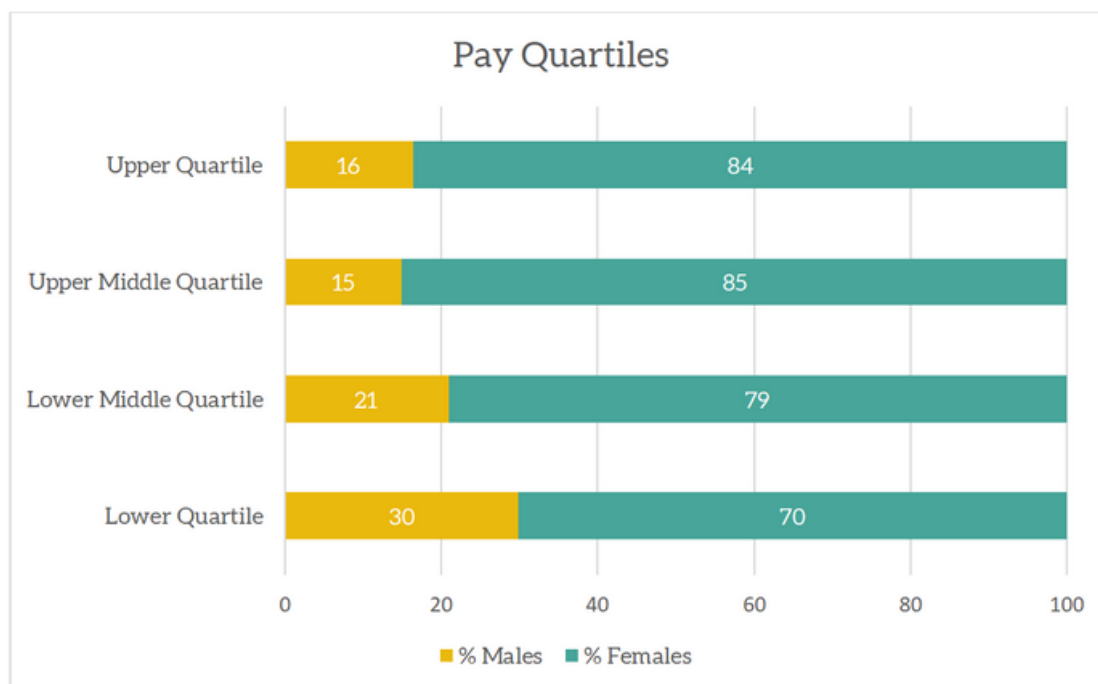
You will see from the table below that our gender pay gap by mean average is 7% in favour of women, and by median is 10% in favour of women which is due to more woman being in the higher paid roles within PSS.

PSS operates a fixed point pay scale which means that pay is purely based on role, and each role is paid at single rate regardless of gender.

Hourly Rates by Gender	Male	Female	Gender Pay Gap
Mean	£11.26	£12.00	-7%
Median	£9.62	£10.60	-10%

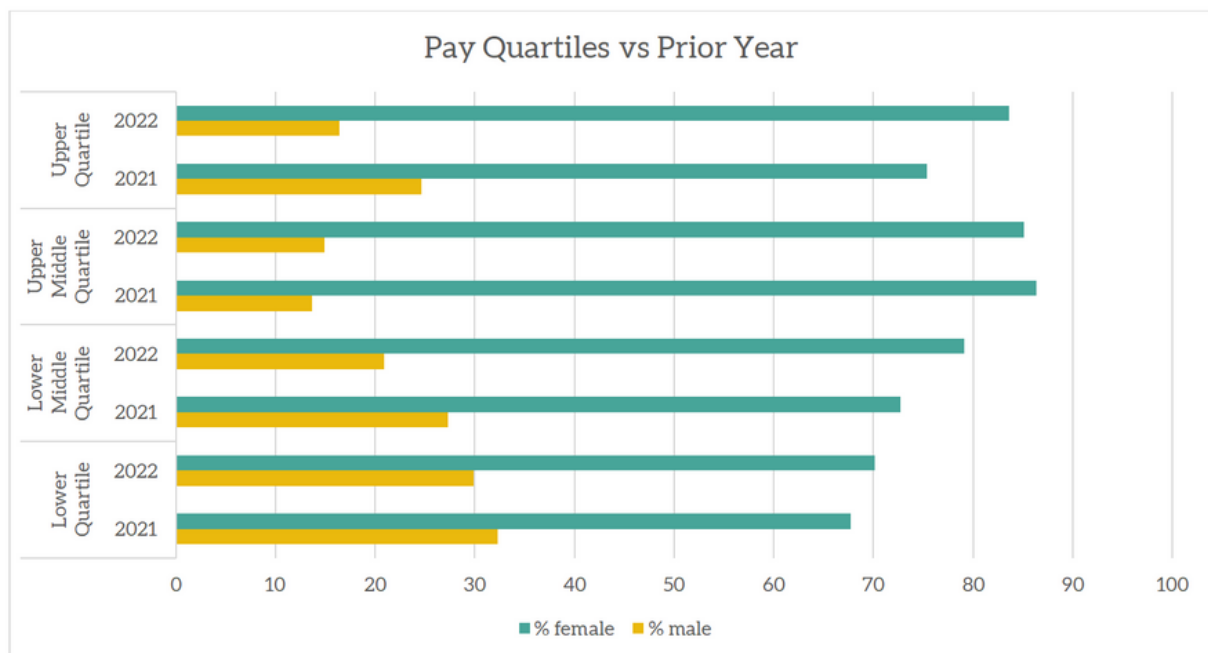
Overall PSS staff by gender at the snapshot date was 72% female and 28% male which is similar to previous year. While obviously we have a fairly high proportion of female staff, this is not uncommon for either a charitable entity, particularly for a charity in the care sector.

The information below shows that PSS workforce is heavily dominated by female workers across all four quartiles.



Whilst the percentages of staff within each of the pay quartiles have remained much the same since last year, it's worth noting that the single hourly rate for all of our support staff continues to make up the majority of both the lower and lower-middle quartiles. Therefore, the fact that we have a predominantly female workforce means that even small fluctuations/movement in the number of males on this rate can have an impact on the percentages of the genders sitting within these quartiles.

We can see below the largest movement is within the upper pay quartile with a female representation of 84% (up 9% from last year). This reflects the fact that 11 of the 12 members of our senior management team/leadership team are women.



Bonus payments

No bonus payments were made to relevant employees during the relevant bonus period.

Summary

The metrics presented within PSS's Gender Pay Gap report are positive. With 72% of our employees being female, we are encouraged that PSS's median gender pay gap of -10% for 2022 is significantly lower than that published by ONS for all organisations (14.9%)*.

The data reflects that there are no differences in pay rates for different genders occupying equivalent roles and we are committed to ensuring that our people are rewarded fairly for their contributions, regardless of their gender. Given this, there continues to be no cause for concern for PSS in this data, however we continue to work hard to build diverse and inclusive teams and continue to be committed to take the following measures to ensure our current staff and prospective employees are treated fairly:

- A wide range of flexible working options to enable employees to effectively manage their work/life balance. These options include part-time working and hybrid working which many of our employees choose.

- *Significant investment in the purchase and implementation of a new recruitment platform that removes bias at all stages of the recruitment process. Making hiring smart and fair, the platform uses research and analytics to ensure we hire the best person for the job, which is based on merit and irrespective of their background.*
- *A Recruitment and Selection Policy that ensures recruiting managers appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability, gender reassignment, pregnancy and maternity or religion and belief.*
- *Operating a fixed point pay scale per role regardless of age, race, gender, marital status, sexual orientation, disability, gender reassignment, pregnancy and maternity or religion and belief*
- *Providing sick, holiday, paternity, maternity, adoption and pension contributions that exceed statutory requirements.*
- *Being committed to monitoring the Gender Pay Gap annually.*

Statement of accuracy

I hereby confirm the information provided in this report to be accurate.

A handwritten signature in black ink, appearing to read "Lesley Dixon".

Lesley Dixon
PSS chief executive
March 2023

*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022>



For more information

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