



## *Gender pay gap report 2024*

*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 2023.

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 2023) 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 2023 and 30 April 2023. The relevant pay period for all other staff is the three months prior to the snapshot date, (between 1 February 2023 and 30 April 2023). We've chosen this three-month period because casual work is sporadic, and this three-month period is better at reflecting a figure for average pay.

## Key metrics

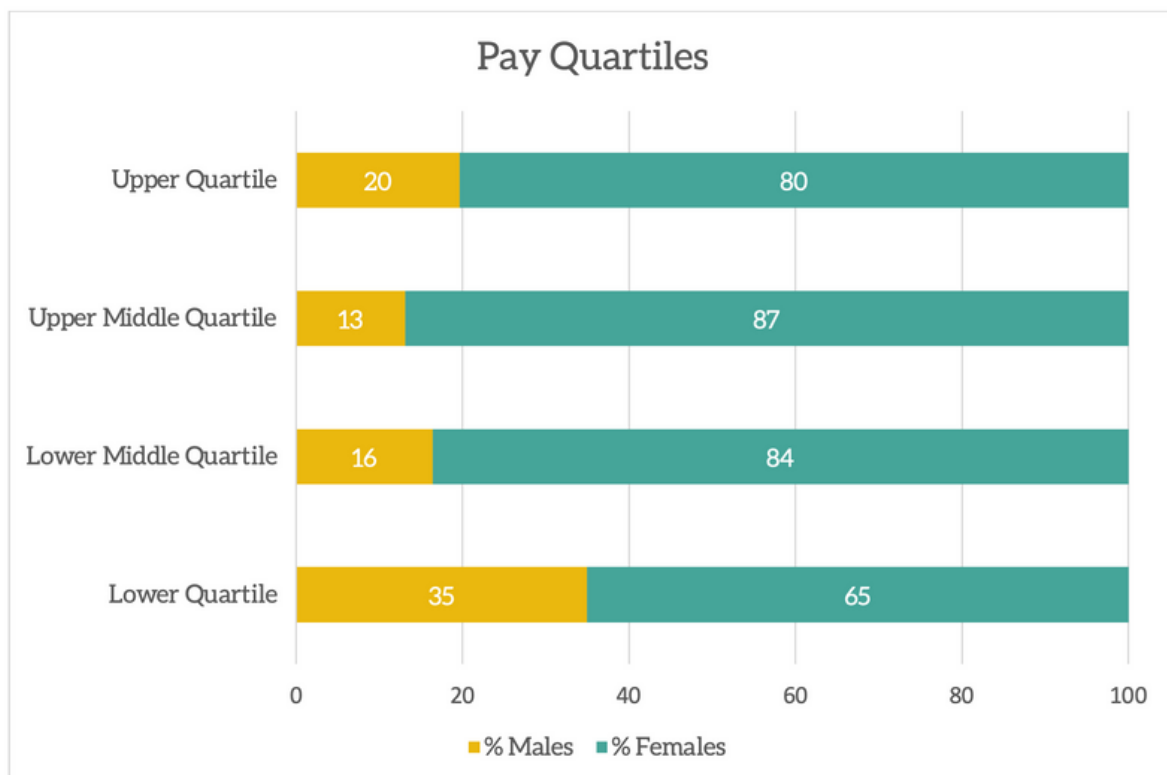
*PSS has a strong female representation. On the snapshot date (5 April 2023) PSS employed 244 staff: 51 male employees and 193 female employees.*

*You will see from the table below that our gender pay gap by mean average is 5% 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.*

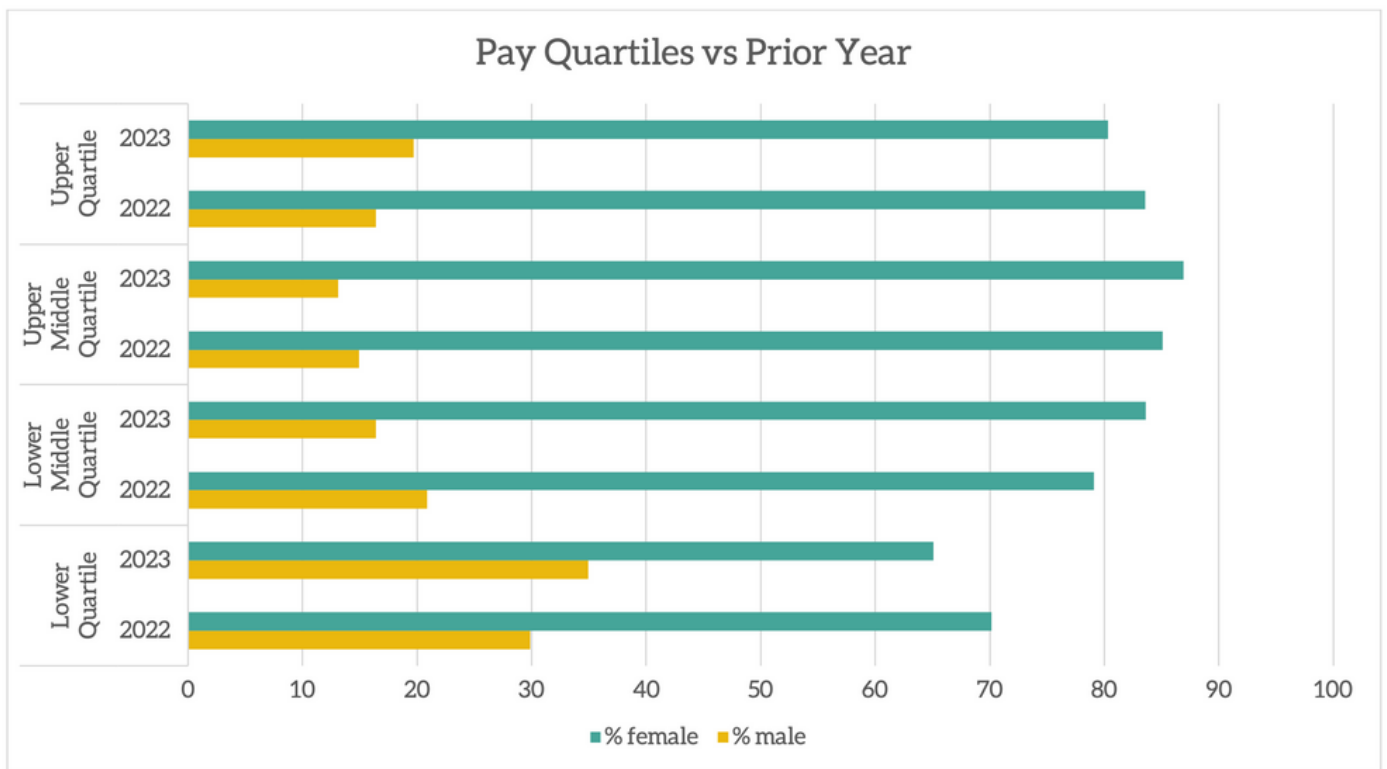
Hourly Rates by Gender	Male	Female	Gender Pay Gap
<b>Mean</b>	£12.50	£13.07	-5%
<b>Median</b>	£10.92	£11.98	-10%

On the snapshot date, 79% of PSS staff were female and 21% were male, which is similar to previous year. We have a fairly high proportion of female staff, which is common for a charity in the care sector.

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



Although the percentages of staff within each of the pay quartiles have stayed pretty much the same since last year, it's worth noting that the single hourly rate for all of our support staff still makes 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.





# Bonus payments

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

## Summary

The metrics presented within our Gender Pay Gap Report are positive. With 79% of our employees being female, we're encouraged that our median gender pay gap of -10% for 2023 is significantly lower than that published by ONS for all organisations (14.3%)\*.

The data tells us that there are no differences in pay rates for different genders in equivalent roles - and we're committed to making sure that our people are rewarded fairly for their contributions, regardless of their gender. There continues to be no cause for concern for PSS in this data, but 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.



- All of our vacancies advertised through our recruitment platform which removes bias at all stages of the recruitment process therefore recruiting on merit and irrespective of candidate background.
- A Recruitment and Selection Policy that makes sure people get 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 & maternity or religion and belief.
- Providing sick, holiday, paternity, maternity, adoption, foster carer and pension contributions that exceed statutory requirements.
- Creating a positive and inclusive workplace for everyone going through the menopause and menstruation, by introduction of a menopause and menstruation policy, internal support group, training for staff and managers.
- 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 that reads 'Lesley Dixon'.

Lesley Dixon  
PSS chief executive  
March 2024

\*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>



# For more information

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