

Introduction:

People Solutions is committed to promoting equality, diversity, and inclusion in the workplace. As part of this commitment, we have conducted a Gender Pay Gap analysis for the reporting period of 2022/23. The report presents our findings and outlines the actions we are taking to address any identified gender pay gaps.

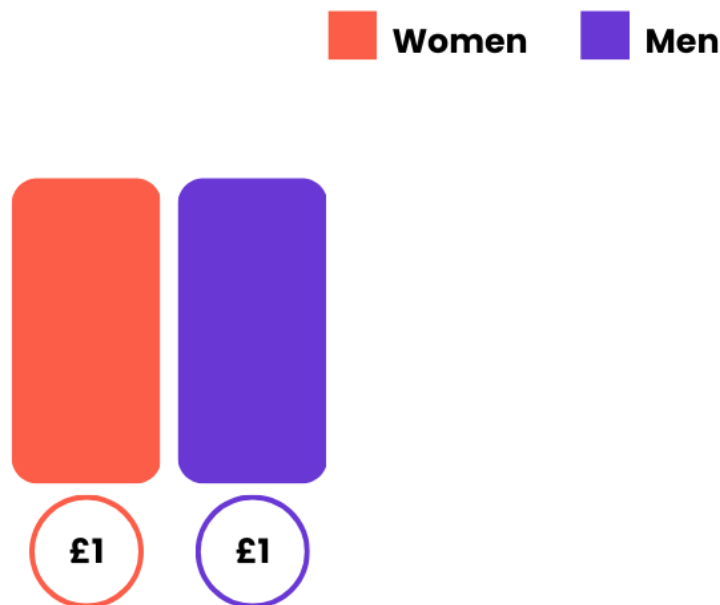
Methodology:

Our Gender Pay Gap analysis is based on the UK Government's methodology, which calculates the difference between the average hourly pay of male and female employees across the entire organisation, including both full-time and part-time employees. We have also provided data on the proportion of male and female employees within each quartile of our pay structure.

Findings:

Hourly Pay Gap:

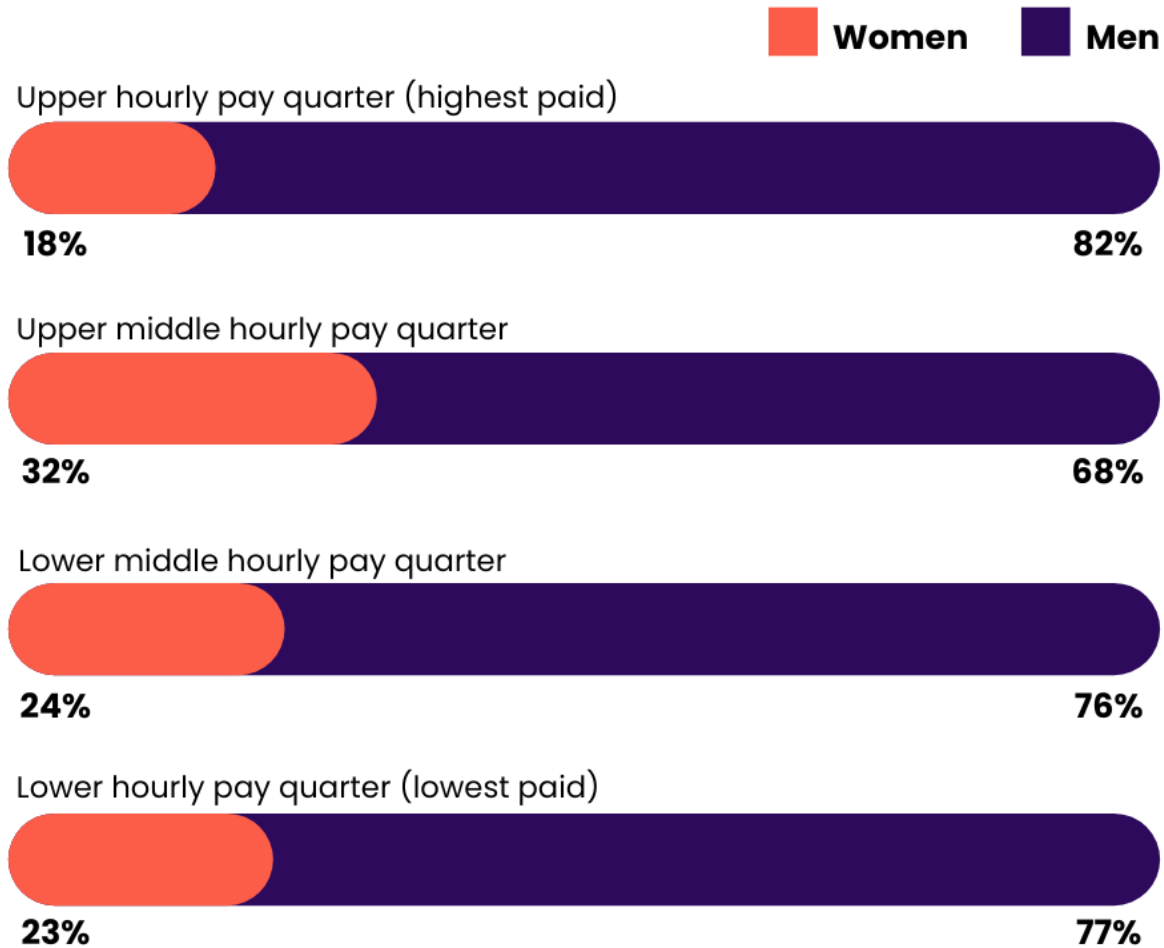
When comparing median hourly pay, women in our organisation earn £1 for every £1 that men earn, meaning there is no median hourly pay gap.



However, when comparing mean (average) hourly pay, women's mean hourly pay is 3.9% lower than men's. Please see the graph below for a visual representation of our hourly pay gap.

Pay Quartiles:

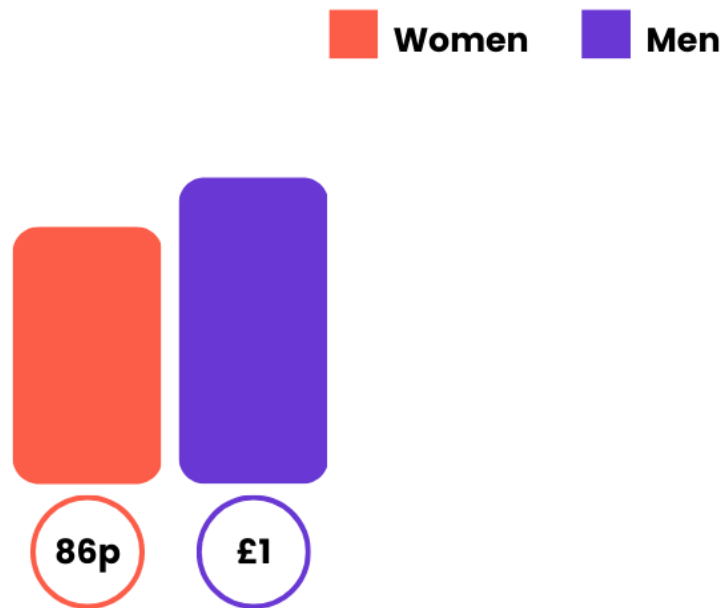
In our organisation, women occupy 18% of the highest-paid jobs and 23% of the lowest-paid jobs. Please see the graph below for a visual representation of the proportion of men and women in each pay quartile.



Bonus Pay Gap:

When comparing median bonus pay, women in our organisation earn 86p for every £1 that men earn, and their median bonus pay is 13.5% lower than men's. However, when comparing mean (average) bonus pay, women's mean bonus pay is 70.9% higher than men.

Please see the graph below for a visual representation of our bonus pay gap:



Who Receives Bonus Pay:

10.9% of women and 2.7% of men in our organisation received bonus pay.

Actions:

We are committed to addressing any gender pay gaps and promoting equality, diversity, and inclusion in the workplace. To achieve this, we are taking the following actions:

- Conduct regular reviews of our recruitment and promotion processes to ensure fairness and equality.
- Providing training and development opportunities to all employees to support career progression.
- Ensuring that pay transparency and fairness are maintained for all employees.
- Reviewing our bonus structures to ensure that they are fair and unbiased.

Conclusion:

We will continue to monitor and report on our Gender Pay Gap, taking action to address any identified disparities. We remain committed to promoting equality, diversity, and inclusion in the workplace, and recognise that this is an ongoing journey.