

Gender Pay Gap Report

At The PCS Group we pride ourselves on being an equal opportunities employer. We welcome the requirement to publish Gender Pay Gap Information openly and have worked hard over the years to ensure equality throughout our organisation. We believe that transparency is the best route forward.

We are pleased to confirm the following:

1. Mean Hourly Pay Gap: 3%

The average (mean) male hourly rate is £10.41ph
 The average (mean) female hourly rate is £10.14ph
 The difference is £0.30ph = 3%

2. Median Hourly Pay Gap: 9%

For men, the median is £9.96 and for women, the median is £9.10. The difference in the median hourly rate is £0.86ph. Of the 398 full-time equivalent employees, 297 receive the same hourly rate.

3. Mean Bonus Pay Gap: -352%

2 men and 3 women received a bonus. The women in fact receive a 78% higher bonus than the men giving a difference in the mean bonus is £7389.

4. Median Bonus Pay Gap: 63%

The median bonus for the men is £2100 and for the women is £774.72 giving a difference of £1325.28.

5. Proportions receiving bonus: 0.9% men, 0.9% women

558 employees. 222 were men, of which 2 received a bonus. 336 were women, of which 3 received a bonus.

Accordingly, 0.9% of men and 0.9% of women received a bonus.

6. Quartiles

Gender	Lower	Lower-Middle	Upper-Middle	Upper
Men	38%	32%	40%	41%
Women	62%	68%	60%	59%

We feel we have a good spread of men and women throughout the business with excellent representation of women at the senior management level.

As an organisation, we are confident that employees throughout the business are paid equal rates for like work and for work of equal value. This meets with our objectives over recent years to be leaders in equality regardless of sex or any other protected characteristics.

Many of our rates of pay are dictated by our clients in the contracts they outsource to us.

Nonetheless, we ensure we take all steps possible to recruit equally in all contracts, regardless of the

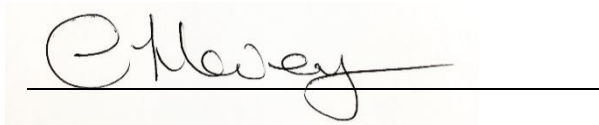


rate of pay offered in any particular contract.

In this year, however, we note that we have a higher rate of staff who have been excluded; in total there were 160. Of these staff, 151 were excluded due to only receiving Furlough pay at 80%.

I confirm that the information contained in this statement is accurate.

Signed:



Name:

Catherine Hevey

Date:

22nd March 2022