



## Gender Pay Gap Report – Published March 2024

At the PCS Group we are proud to publish our Gender Pay Gap report as a contribution to the wider debate around equality and pay transparency. For the financial year ending 5<sup>th</sup> April 2023, we can confirm that once again our gender pay gap figures are lower than the UK average. We are committed to ensuring that all our employees have equal access to opportunities, pay and benefits.

### Headline Gender Pay Gap Data (FY ending Apr 2023)

	Female	Male	Pay Gap	£ difference
Mean hourly rate	£10.93	£11.43	4.6%	£0.50
Median hourly rate	£10.50	£10.82	3.0%	£0.32

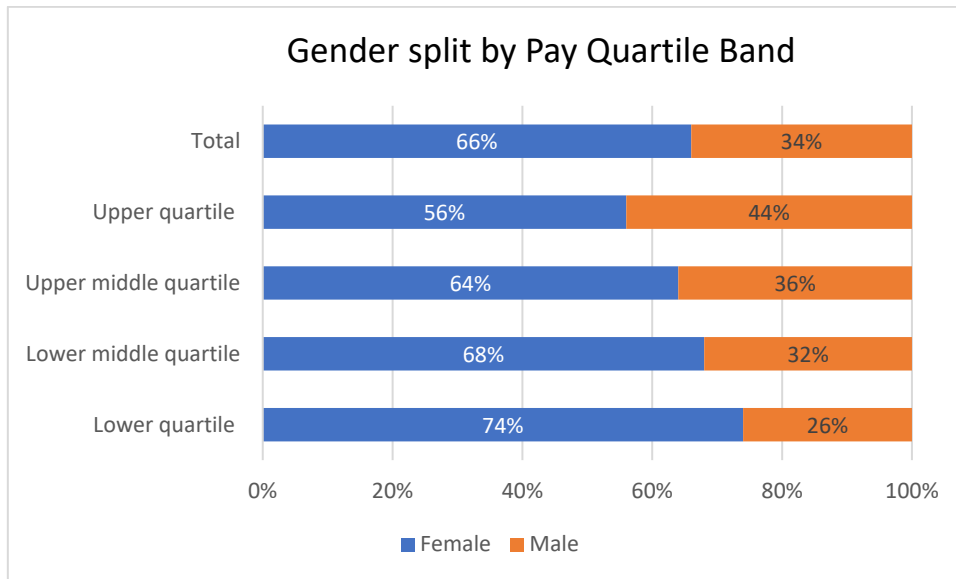
We employ 696 staff, the majority of whom are employed as cleaners or security at various client sites.

Our employee base is predominantly female (61% of our workforce) which reflects the wider industry. Many of our teamwork flexible hours, and this is particularly true within the cleaning team (where fewer than 10% are employed on a regular full-time basis).

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.

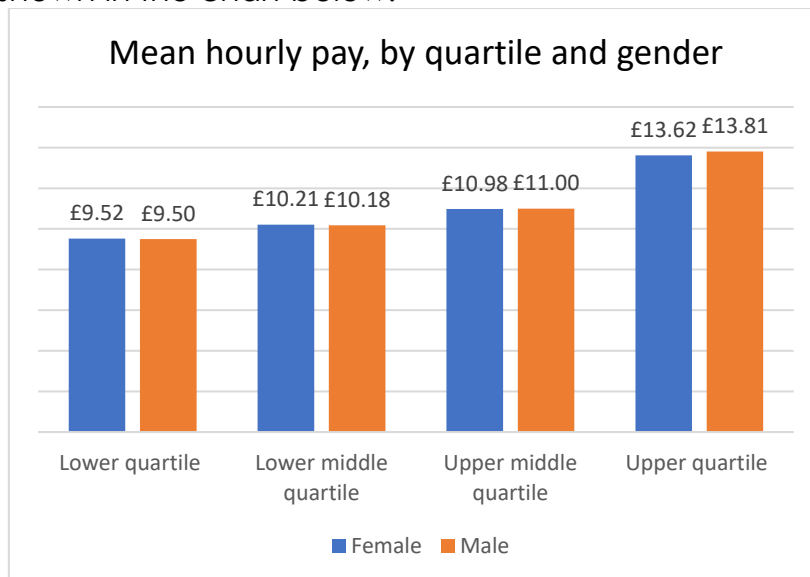


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### Gender Pay Gap Analysis

Our male and female employees are paid almost equally across the first three quartiles as shown in the chart below.



Having analysed our data, we observe that the discrepancy in pay arises in the higher paid roles (upper quartile) only, and recent staff changes mean the proportion of men in senior roles has changed year on year. In general, we feel we have a good spread of men and women throughout the business and strong representation of women at the senior management level.

### Bonus Pay Gap Data (FY ending Apr 2024)



Variable pay does not form a significant part of our remuneration strategy. In the previous financial only one female employee was awarded bonus pay, and no male employees. In the current reporting year, two employees (one male and one female) received bonus pay. This sample size is therefore too small to report on meaningfully.

### Commitment

We will continue to recruit fairly and ethically and monitor gender equality and diversity throughout our business. We remain focussed on finding and employing the best talent available, supporting our colleagues, and delivering the best possible service to our client base.

*I confirm that the information and data provided in this report is accurate and in accordance with the provisions of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*

Signed by: 

Name and role: George Steele, Director of Sales

Date: 25<sup>th</sup> March 2024

