

Gender Pay Report 2021

What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all men and women in a company. Any company with more than 250 employees is required to publish their gender pay information. PICS are required to publish the figures for the first time in 2021.

Gender Pay is different to Equal Pay; Equal Pay legislation addresses pay differences between men and women doing the same or a similar job or work that is of equal value (e.g. in terms of skills or responsibility)

Pay is calculated according to hourly rates and does not include overtime. Bonus information is reported separately however PICS does not pay bonuses so this is not included. The data is presented in two ways as follows:

- The Mean (or average) Gender Pay Gap which is the difference between the average male and female hourly rate of pay. It is calculated by adding the sum of all salaries and dividing it by the total number of employees.
- The Median Gender Pay Gap which is the difference between the median of male and female hourly rates. The median shows the mid-point figure and is calculated by sorting hourly rates from lowest to highest and identifying the middle value.

What is the gender pay gap at PICS?

	Mean	Median
Pay Gap %	26%	44%

Proportion of males and females per earnings quartile:

Quartile	Female	Male	Female %	Male %
4 Lower	83	6	93	7
3 Lower middle	52	2	96	4
2 Upper Middle	48	10	83	17
1 Upper	61	23	73	27

Supporting Information

As our workforce is 85% female, this means that a small number of high paid males skew the males mean (average) pay. The bottom three quartiles broadly reflect the organisational gender split. The upper quartile demonstrates there is a high percentage of male staff in the roles that attract the higher hourly rates of pay and a disproportionate number of female in lower pay roles in the organisation.

What is PICS doing to address its gender pay gap?

PICS will support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender. The gender pay gap statistics help understand the nature of the challenge and is instrumental in developing strategies for improvement in the figures. We are committed to taking action in these key areas:

- We will continue to provide opportunities for people to develop their career at all levels and develop pathways for staff to progress to more senior roles.
- Recruitment – ensuring we select the right person for the job, through a fair and balanced assessment process.
- We will actively monitor recruitment with gender or other protected characteristics in mind.

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:

Alison Rounce

Managing Director