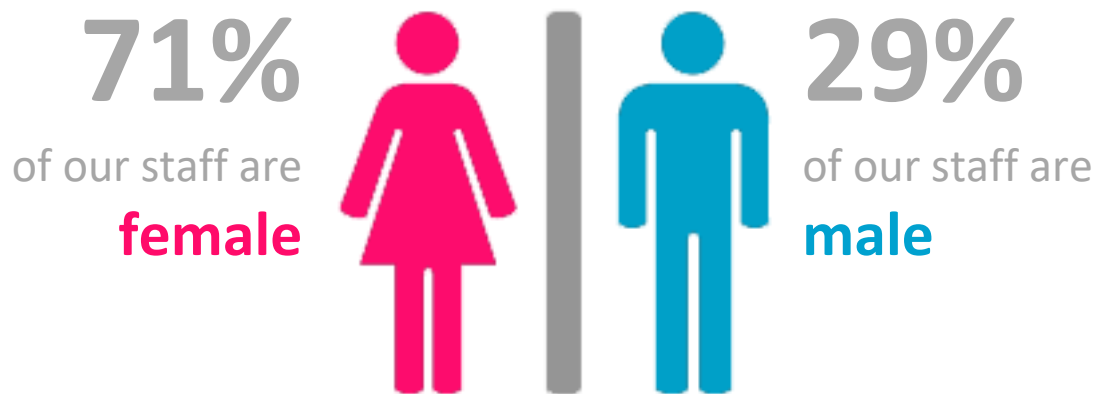


Gender Pay Gap Report

September 2021

As P3 employs over 250 people we are required by law to publish our gender pay gap information on an annual basis, showing the difference in average female earnings compared to average male earnings.

P3's data for the snapshot date of 5th April 2020



P3's average **mean** gender pay gap is

-0.8%

P3'S average **median** gender pay gap is

2.3%

Compared to the **UK average** in 2020 of

15.5%

Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender

Band	Male	Female
Lower quartile	15.9% males	84.2% females
Lower middle quartile	40.2% males	59.8% females
Upper middle quartile	32.3% males	67.7% females
Upper quartile	27.4% males	72.6% females

Summary statement from P3's Executive Leadership Team

Here at P3 our **mission** is to work alongside people to improve lives and communities, to unlock potential and open up new possibilities, and our **vision** is for every person to be recognised as a valued member of society where social injustice no longer exists. It's that simple!

Therefore, we are pleased to present that the results of our gender pay gap calculations.

P3's data shows a very small **mean gender pay gap of -0.8%**, and a **median gender pay gap of 2.3%**.

We believe that this is reflective of P3's ongoing, pro-active approach to ensuring we recruit, manage and reward all of our staff fairly and without discrimination.

Deeper analysis of our data highlights no areas for concern, however we recognise the importance of not becoming complacent and will continue to be guided by our values as a fair employer, taking equality seriously.

Most importantly, P3 will continue to work with dedication and commitment to reduce the gender pay gap to zero across all calculations.

We will achieve this via our regular review and benchmarking of set salary scales, equal pay audits and regular monitoring of the diversity information that we collect.

Our continued commitment to treating all staff on their individual merit, regardless of their background, gender or personal circumstances, will also ensure we work with employees to achieve their professional potential.