**Gender Pay Gap Report**

**March 2018**

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 5 April 2017**

|  |  |  |
| --- | --- | --- |
| **71%** of our staff are **female** |  | **29%** of our staff are **male** |
| P3’s average **mean** gender pay gap is **3.1%** | P3’S average **median** gender pay gap is **0%** | Compared to the **UK average** in 2016 of **9.4%**  |

|  |  |
| --- | --- |
| 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  | 25.9 % males | 74.1% females |
| Lower middle quartile  | 33.3% males | 66.7% females |
| Upper middle quartile  | 32.6% males | 67.4% females |
| Upper quartile  | 24.4% males | 75.6% females |

**Summary statement from P3’s Executive Leadership Team**

Here at P3 our **mission** is to improve lives and communities by delivering services for socially excluded and vulnerable people, to unlock their potential and to open up new possibilities, and our **vision** is that every person has the opportunity to be a full and valued member of a society where social exclusion and isolation no longer exist.

Therefore, we are pleased to announce that the results of our gender pay gap calculations reflect our charity’s mission, vision and values statement.

P3’s data shows a small **mean gender pay gap of 3.1%**, however the **median gender pay gap is 0%**.

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. In fact, we are pleased to report that due to P3’s very small gender pay gap, following changes in personnel since the snapshot date in April 2017, P3’s current position is that we have no gender pay gap and currently have a minus gender pay gap figure.

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 achieving and retaining a zero gender pay gap 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.