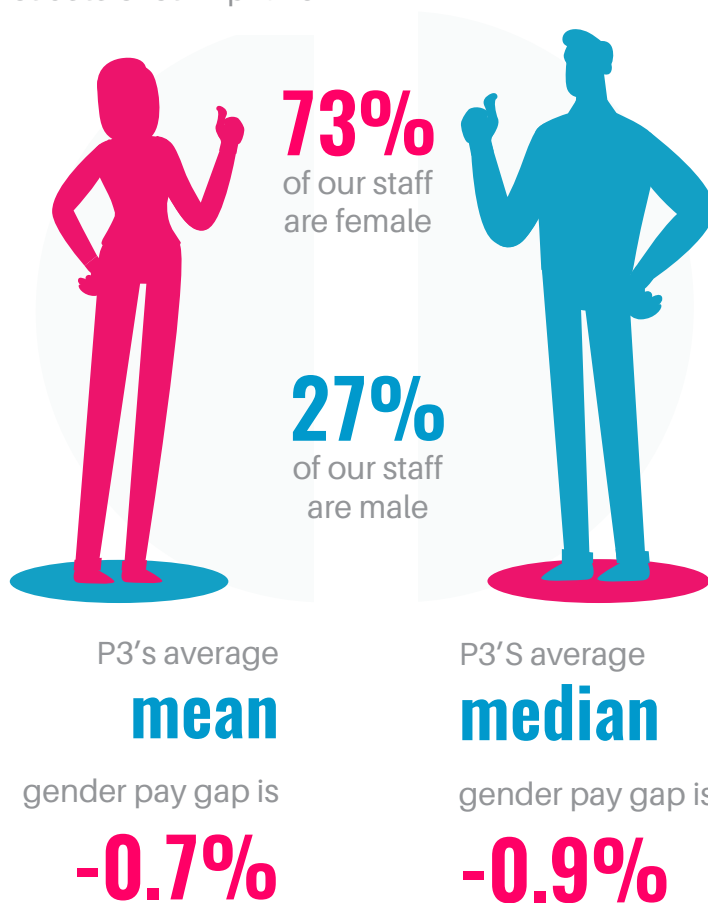


# Gender Pay Gap Report

March 2022

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 2021



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	Female	Male
Lower quartile	88.62% females	11.38% males
Lower middle quartile	62.87% females	37.13% males
Upper middle quartile	68.26% females	31.74% males
Upper quartile	73.49% females	26.51% males



# Summary statement from P3's Executive Leadership Team

P3 is a force against social injustice. We want everyone to achieve their potential and have their value fairly recognised – and that includes the people we employ to carry out our important work.

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 -0.7%](#), and a very small [median gender pay gap of -0.9%](#).

Although this is not perfect – we would like to see no gap at all – we are pleased to see how small it is, especially when compared to the national average. We have analysed our data at a deeper level and no concerns have been highlighted. We believe this demonstrates our dedication to a fair and non-discriminatory system for recruiting and rewarding our staff members.

Still, we know we must not be complacent and as long as there is any pay gap, we still have work to do. We therefore continue to monitor our pay levels through regular reviews and benchmarking of set salary scales, equal pay audits and analysis of the diversity information we collect.

We are committed to reduce the gender pay gap to zero in all cases – and should we get there, we'll carry on working just as hard to make sure it stays that way. Because at P3, we care about people.