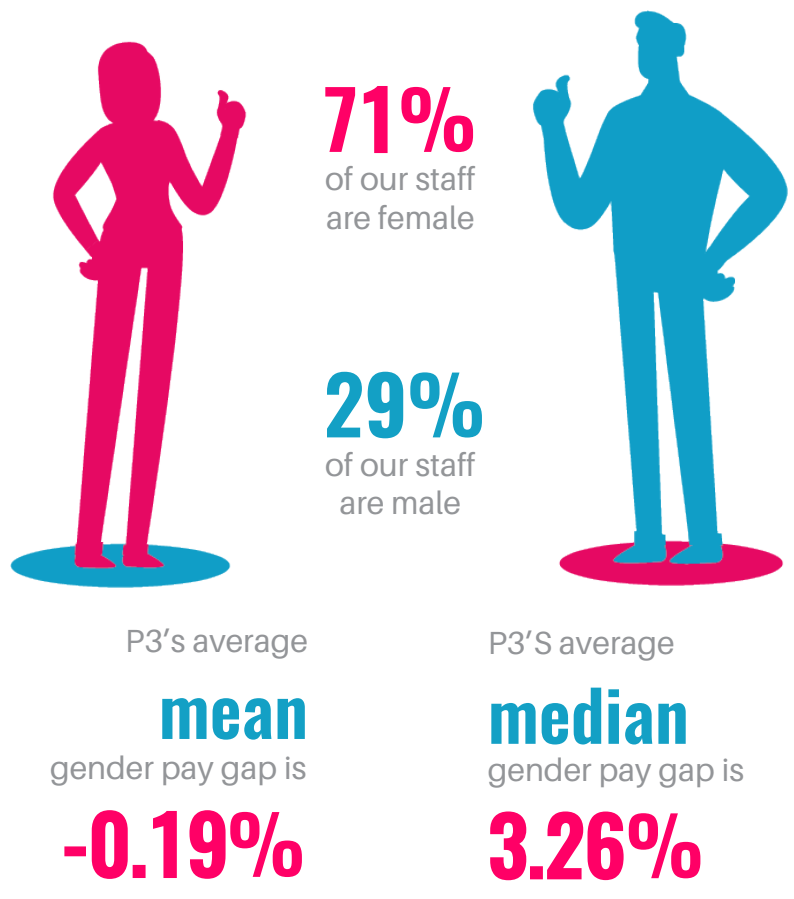


Gender Pay Gap Report

April 2025

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 2024:



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	75% female	25% male
Lower middle quartile	73% females	27% males
Upper middle quartile	67% females	33% males
Upper quartile	69% females	31% males

Overall slight percentage decrease in females working for P3. Increase of females in upper quartile and decrease of males in upper quartile.

Summary statement from P3's Executive Leadership Team

P3 plays an important societal role, our team deliver services for people who have been through a tough time and face social exclusion. We work to enable people to live and thrive, connecting them to the people around them and helping them to lead meaningful lives.

Our charitable purpose is for everyone to have a safe home to live in, to benefit from positive relationships and to have something meaningful to do. By working together, collaboratively as one team, we strive to be a positive force against social injustice.

This ethos extends into every aspect of what we do, as both a charitable organisation and an employer. We want colleagues to achieve their potential and have their value fairly recognised – and that includes gender pay parity.

Therefore, in presenting the results of our 2025 gender pay gap calculations, we are pleased to recognise the decrease in our **mean gender pay gap to -0.19%, and our median gender pay gap to 3.26%.**

Across all quartiles P3 remains a female dominated organisation, both in leadership and front-line operational roles. P3 defines roles with an associated pay structure and the hourly rate for all bands is paid regardless of gender, meaning that males and females receive the same pay for each role.

The most significant change in the past year has been in Quartile 1 which shows a growth in senior management roles which are predominantly held by females. These changes have been in response to operational changes resulting in internal promotional opportunities. Quartile 2 has seen an increase in the number of male occupied roles within this band, which includes semi-professional and qualified trade roles, where Quartile 3 has seen an overall reduction in numbers of both males and females. We are happy to see that in Quartile 4 we have no gap in pay.

We are clear, P3 remains committed to seeing no gap at all.

We will continue to work positively to reduce and remove any gender pay gap through our ongoing strategic plan and People and Culture processes by taking the following steps:

- We will regularly monitor our salary scales via sector benchmarking, equal pay audits and analysis of the diversity information we collect
- We will promote and embed equality of pay across the organisation
- We will work with dedication to ensure our culture is open, fair and non-discriminatory for the recruitment and remuneration of colleagues

Our long-term goal remains unchanged. We will be an organisation which has no gender pay gap.