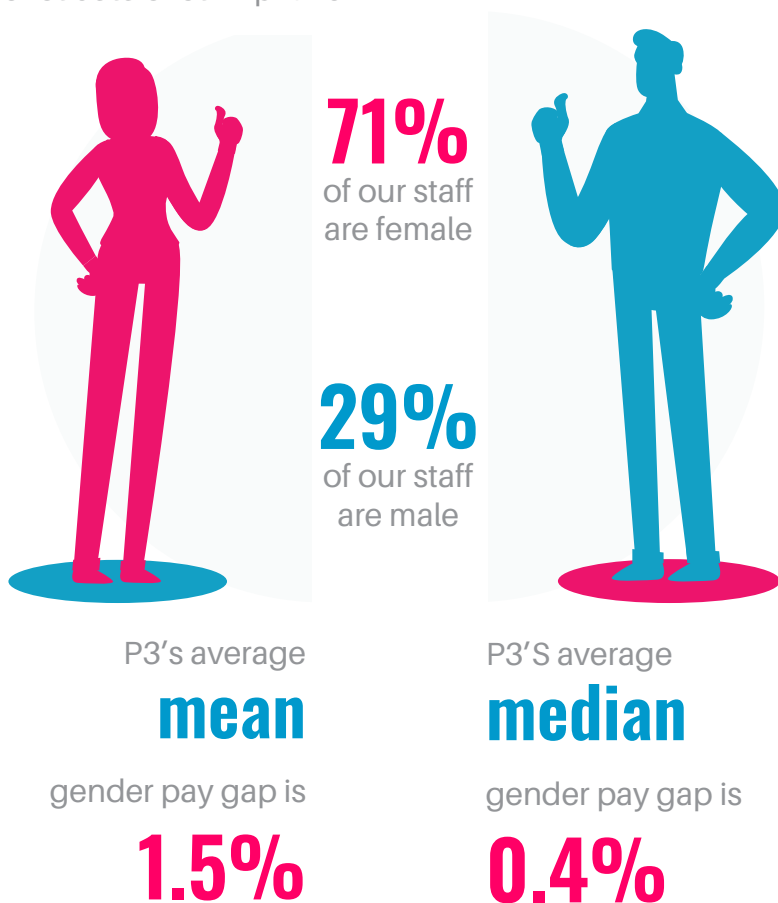


Gender Pay Gap Report

March 2023

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 2022



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	74.01% female	25.99% male
Lower middle quartile	74.01% females	25.99% males
Upper middle quartile	73.45% females	26.55% males
Upper quartile	62.71% females	37.29% males

Overall increase in males working for P3, decrease in females. Increase of males in upper quartile and decrease of females 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 2023 gender pay gap calculations, we recognise the small increase in our **mean gender pay gap to 1.5 per cent, and our median gender pay gap to 0.4 per cent.**

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 on-going five-year strategic plan and personnel management processes. We will monitor our salary scales with regular benchmarking, equal pay audits and analysis of the diversity information we collect. We will promote and embed equality of pay across the organisation and 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.