

# People in Action gender pay gap report: 2016 to 2017

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Snapshot date: 31 March 2017

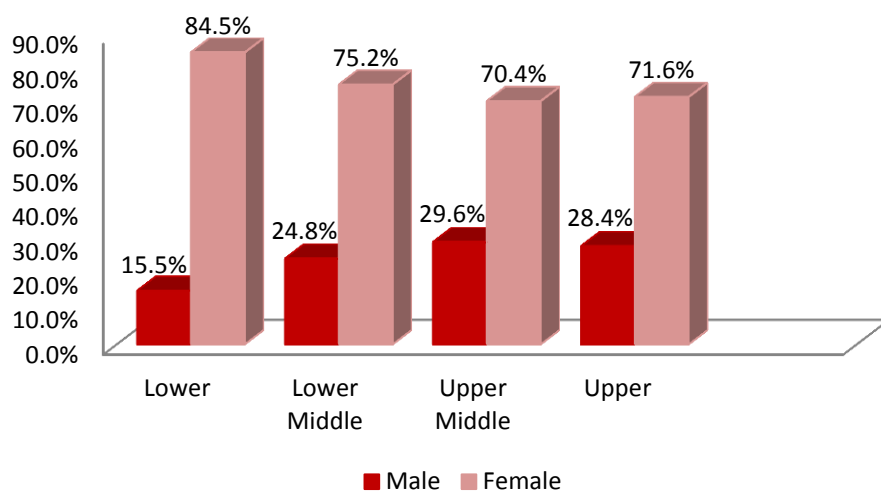
## Legislation

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap.

## Organisational Context

PIA has a commitment to equality, attracting talent and boosting staff engagement. Due to the nature of our business we currently employ 328 females and 107 males. Our employees are mainly care workers / support workers. Should our report reflect on a role by role basis there would be no gap. PIA pay system covers administration grades from administrative to managerial level, and support workers to service managers.

## Proportion of Male and Female employees in each quartile



Data type	%
1. Mean gender pay gap – Ordinary pay	7.15
2. Median gender pay gap – Ordinary pay	6.09
3. Mean gender pay gap – Bonus pay in the 12 months ending 31 March	0
4. Median gender pay gap – Bonus pay in the 12 months ending 31 March	0
5. The proportion of Male employees paid a bonus in the 12 months ending 31 March	0
6. The proportion of Female employees paid a bonus in the 12 months ending 31 March	0

## Declaration

'We confirm that our data reported has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017' and accurate.