



People in **Action**

CARE & ADVICE • HELP & SUPPORT

Gender Pay Gap Data

People in Action
Report: 2024-25

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. Other organisations with 250 or more employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is a high-level snap-shot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly large gender pay gap, this can indicate there may be a number of issues to deal with. Individual calculations may help to identify what those issues are.

Organisational Context

Our approach - People in Action Mission statement *"Improving people's lives in our community by providing professional advice, care and support"*.

PIA has a commitment to equality, attracting talent and boosting staff engagement. Due to the nature of our business we currently employ 307 females and 105 males. Our employees are mainly care workers / support workers. This is not about promoting one group of people above another, but ensuring everyone, regardless of their background, race, ethnicity or gender, has an equal opportunity to thrive. We want to continue to provide a working partnership with our customers that attracts and retains the best people and reflects the communities we serve.

Table 1. Proportion of male and female employees in each quartile

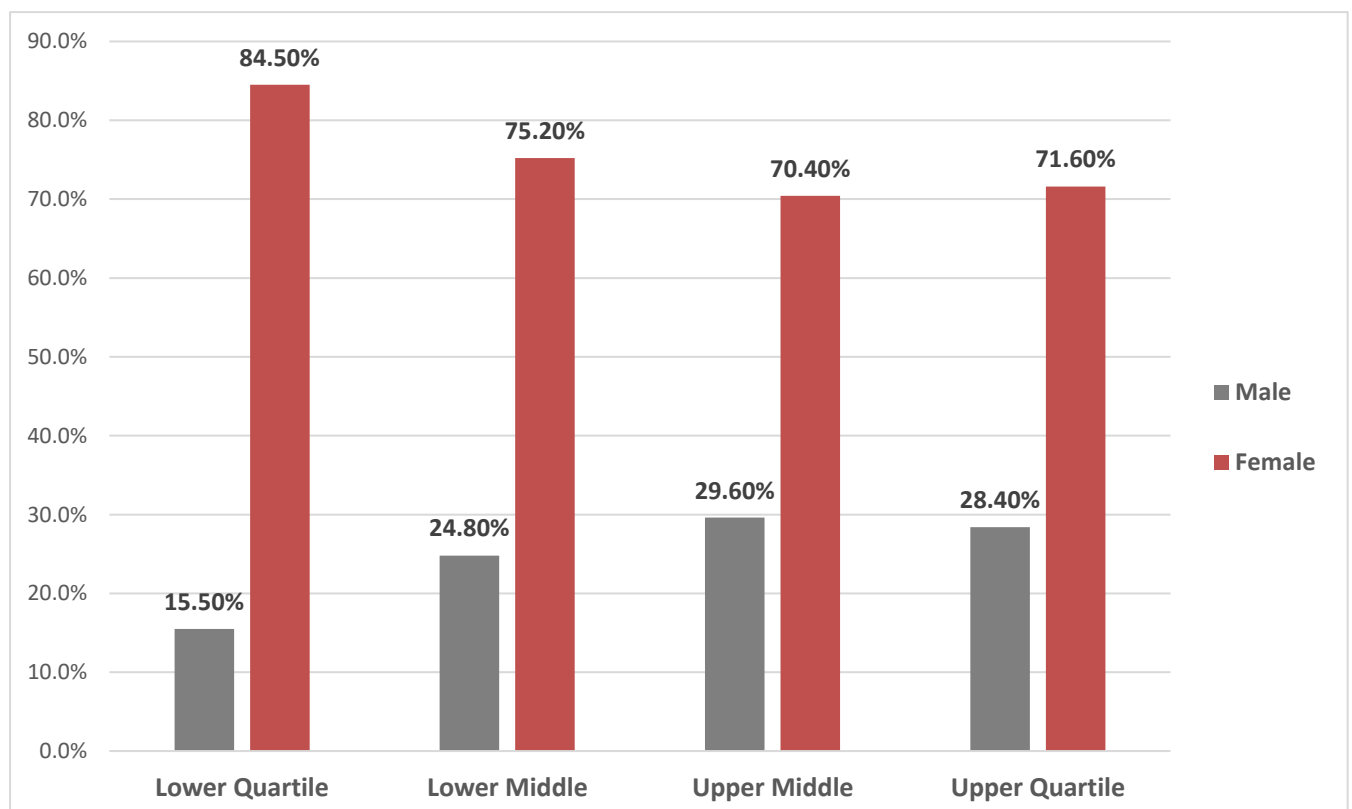
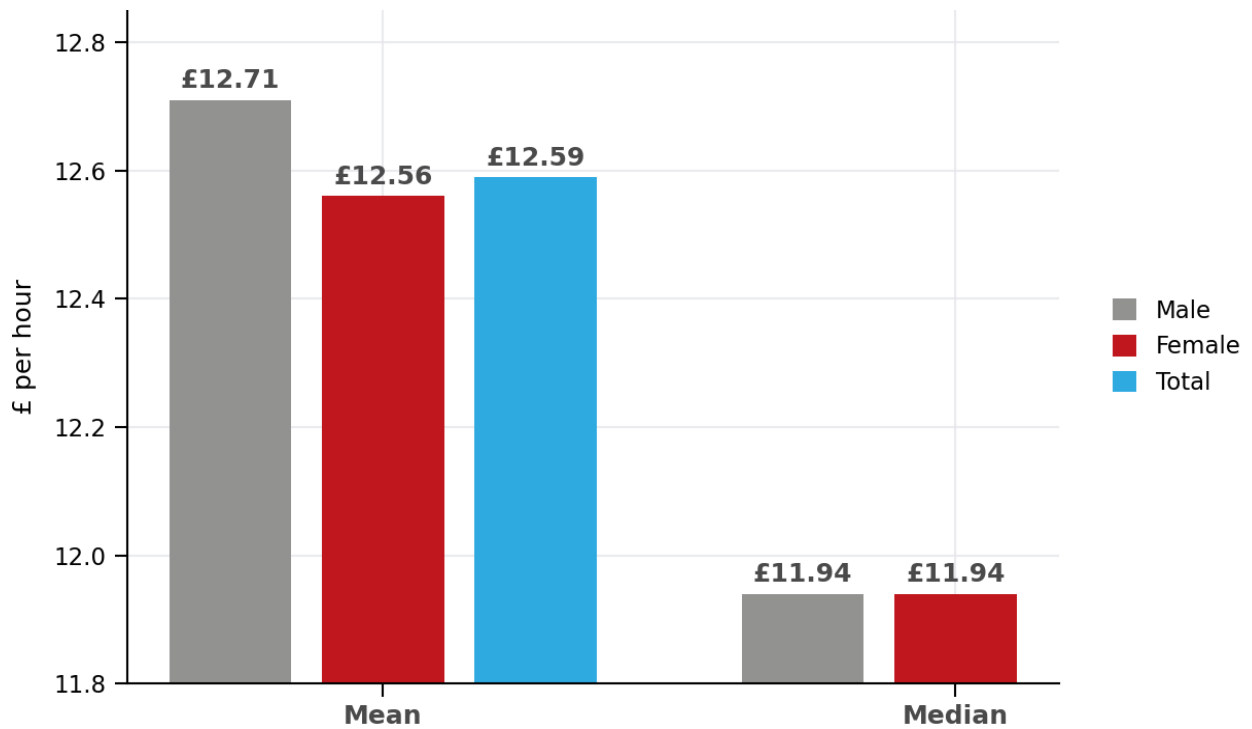


Table 2. Mean and Median Pay by Gender



Further Analysis – Ordinary Pay As an organisation we would not be able to reduce our gender pay gap. Should our report reflect on a role by role basis i.e. male Support Worker to female Support Worker, or male Manager to female Manager there would be no gap.

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 is accurate.