



Primary Integrated  
Community Services

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# **PICS Gender Pay Gap Report**

April 2023

## Overview

In the UK, public, private, and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. In line with statutory requirements, our gender pay gap report includes the following, based on a “snapshot” of pay data from 5<sup>th</sup> April 2023:

- The percentage of men and women in each hourly pay quarter
- The mean (average) gender pay gap using hourly pay
- The median gender pay gap using hourly pay

Pay is calculated according to basic hourly rates and does not include overtime.

Employers are also required to report on bonus payments, which should be reported separately, however PICS did not pay bonuses within the “snapshot” period.

### **Gender Pay Gap vs Equal Pay**

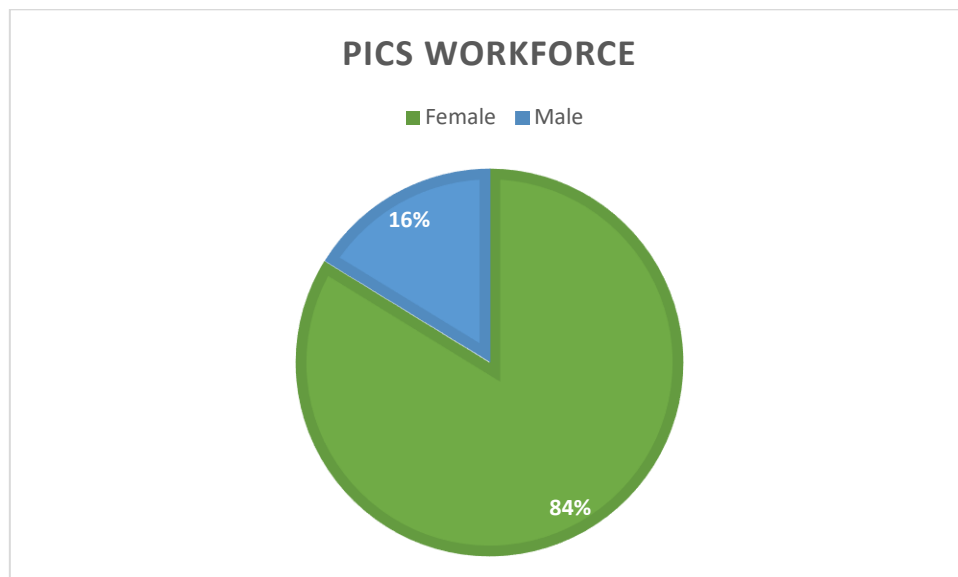
The Gender pay gap measures the difference between the average pay (according to hourly pay) of all men and women across an organisation. It represents the distribution of genders across the different roles within the organisation.

It is fundamentally different from equal pay, which involves a direct comparison of two people or groups of people to ensure they are paid comparably for work of comparable value.

## Our Gender Pay Gap

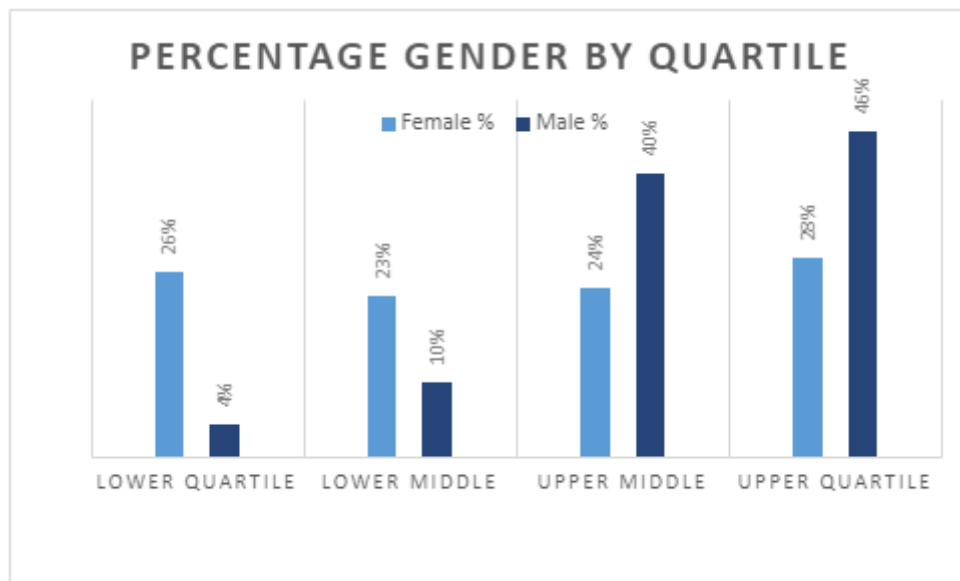
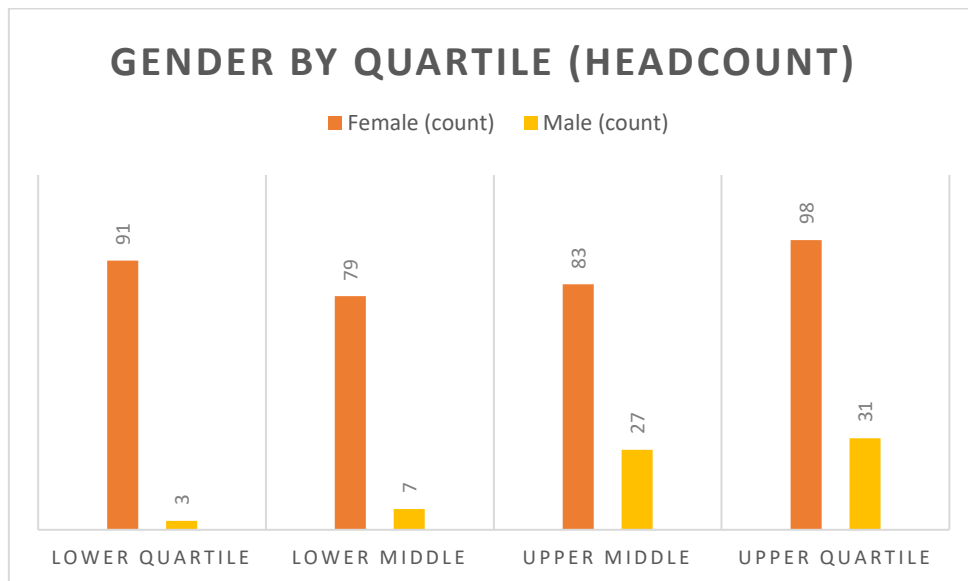
### **Our Workforce**

PICS Gender Pay Gap data was collected on the 5<sup>th</sup> April 2023. At this time, PICS has a workforce of 419 people: 351 females (83.77%) and 68 men (16.23%).



## **Pay Data by Quartile**

This illustrates the distribution of genders within each quartile. The Upper Quartile represents the quarter of the workforce with the highest earnings and the Lower Quartiles represents the quarter of the workforce with the lowest earnings.



## **Mean (Average) & Median Gender Pay Gap**

At the “snapshot” date, the Gender Pay Gap for PICS was:

	Mean Hourly Rate	Median Hourly Rate
<b>Pay Gap %</b>	25.45%	25.13%

PICS overall Mean pay gap has decreased since 2021 by 5%, as shown in the table below:

	2021	2022
<b>Mean Pay Gap %</b>	30%	25%

This is a positive step as it shows the PICS Gender Pay Gap has decreased significantly within the space of one year.

While our Median gender pay gap has remained stable since 2021 as shown in the table below:

	2021	2022
<b>Median Pay Gap %</b>	25%	25%

The median gender pay gap has remained stable over the previous two years. Our ambition is to start seeing a reduction of this pay gap over the coming years.

## Understanding the Gap

PICS workforce is 84% females, who are in roles that are quite evenly distributed across the four quartiles. There is a high concentration of males working in roles that fall within the upper quartile and a very low concentration of males working in roles that fall within the lower quartile. This, in comparison to the number of females working within these roles, contributes to our gender pay gap as the male average/median is impacted as a result.

## Our Commitment

PICS support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender. The above statistics help PICS to understand the workforce better and is instrumental in developing strategies for improvement of the gender pay gap.

We are committed to taking actions in the following key areas:

- We will continue to provide opportunities for people to develop their career at all levels and develop pathways for staff to progress to more senior roles.
- Through a fair and balanced recruitment process, we will ensure we continue to recruit the right people and we will actively monitor recruitment with gender in mind (as well as other protected characteristics).
- We will look at our recruitment methods to ensure we a wide audience can access our adverts and review wording and job titles to make roles more attractive and debunk the stereotypes that come with healthcare roles.

### **Statement**

I confirm that the information and data provided is accurate and in line with mandatory requirements:

Karen Frankland  
*Managing Director*