

Publica Group Limited

Snapshot Date: 5th April 2022 Date Published: 21st March 2023

Gender Pay Gap Reporting

Introduction

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

Employers with 250 or more relevant employees or more as at a 'snapshot date' are required to publish gender pay gap information by April 2023. The snapshot date for private sector employers is 5th April 2022 for this report, and will be 5th April of each year for reports in subsequent years.

Publishing is required by 5th April 2023.

The regulations require that organisations publish the following information on the:

- [Gender pay gap data page on the Gov.uk website](#) and
- [Publica Group website](#)

This report covers all employees of Publica Group Ltd, including all permanent, fixed term employees and casual contracts, as set out in the ACAS Guidance, Managing Gender Pay Reporting.

There are six calculations to carry out as listed below.

- **Mean gender pay gap:** the percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap:** The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap:** The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.

- **The proportion by gender receiving a bonus:-** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The quartile pay bands:** The proportions of male and female full pay relevant employees in the lower, Lower middle, upper middle and upper quartile pay bands

Publica is committed to the principle of equal opportunities and equal treatment for all its employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. Publica operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done and the pay framework was agreed in consultation with the recognised Trade Unions.

Publica is confident that its gender pay gap is not because they pay men and women differently for the same or equivalent work. Instead the gender pay gap is because men and women work in different roles and these roles have different salaries.

Please note that Publica does not pay bonuses.

The issue of equal pay and the gender pay gap are often confused. While the former concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

Definition of pay

In accordance with the regulations, pay includes basic pay, paid leave, allowances, shift premiums and bonus pay. It **does not** include overtime, expenses, the value of any salary sacrifice schemes (the reduction of salary is included), benefits in kind, redundancy and severance payments.

The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

Company's workforce by gender



30.89% of our workforce are male

194 members



69.11% of our workforce are female

434 members

Mean gender pay gap

The mean gender pay gap for Publica is 17.44%

Comparison with other organisations

	Publica	2022 whole economy	2022 ONS Admin Occupations Government and Related Organisations
Mean Gender Pay Gap	17.44%	14.9%	4.9%

The **ONS Annual Survey of Hours and Earnings (ASHE)** 2021 report states that the **whole economy Mean Gender Pay Gap is 14.9%** and for the sector ONS admin occupations Government and Related Organisations the Mean Gender Pay Gap is 5.5%.

The Mean Gender Pay Gap for Publica at 17.44% which is above that for the whole economy and significantly above that for organisations in the same sector. However there has been some improvement with the mean gender pay gap improving over recent years.

Publica is confident that men and women are paid equally for doing equivalent jobs across the organisation.

Progress

The table below shows progress for the last 5 years.

Year	Publica mean gender pay gap	Change from previous year
2022	17.44%	-0.76%
2021	18.2%	-2.1%
2020	20.3%	+0.2%
2019	20.1%	+0.9
2018	19.2%	

Median gender pay gap

The median gender pay gap is 22.35%

Comparison with other organisations

	Publica	2022 whole economy	2022 ONS admin occupations Government and related organisations
Median Gender Pay Gap	22.35%	8.3%	11.7%

At 22.35% this is significantly higher than that reported for the whole economy and for the sector. This figure is marginally lower than last year. The median is more representative than the mean of typical pay differences, because it is less affected by a handful of considerably higher (or lower) salaries.

Progress

There has been some progress against the Median Pay Gap with the gap reducing over the last 5 years.

Year	Publica Median Pay Gap	Change from previous year
2022	22.35%	-0.85%
2021	23.2%	-0.1%
2020	23.3%	-2.4%
2019	25.7%	+0.4%
2018	25.3%	-

Full time and part time employees

	Male	Female
Total	194	434
Full time	159	252
Part time	35	182

Whilst it is only necessary to report all full time relevant employees together, the table above breaks the gender group into part and full time employees.

Part time employees is more greatly populated by females. This is influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men so they tend to be attracted to part-time roles that can fit around childcare provision. This pattern can also be seen nationally when looking at figures from the Office for National Statistics.

Quartiles

What is a quartile?

A quartile is a pay bracket that represents a quarter of the organisations workforce; the quartiles are in ascending order by rates of pay. The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

Proportion of men and women in each quartile of the companies pay structure

The table below shows our workforce divided into 4 equal-sized bands based on hourly pay rates. Band A includes the lowest paid 25% (lower Quartile) and Band D cover the highest paid 25% (the upper quartile).

Band	Description	Males	Females
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile	21.7% (34)	78.3% (123)
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	24.8% (39)	75.2% (118)
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	30.6% (48)	69.4% (109)
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile	46.5% (73)	53.5% (84)
All bands	All employees	30.89%	69.11%

Pay gap difference per quartile

Group	Males (£) per hour	Females (£) per hour	Pay gap %	Males	Females	Contribution to Pay Gap
All employees	18.86	15.42	17.44%	194	434	-
Lower Quartile	10.04	10.70	-6.58%	34	123	-6.87%
Lower Middle Quartile	12.98	12.64	2.59%	39	118	-4.47%
Upper Middle Quartile	17.19	16.63	3.24%	48	109	+0.41%
Upper Quartile	26.33	24.03	8.74%	73	84	+28.38%

The impact of the distribution in each quartile on the GPG can be seen in table above with Band D having the biggest impact.

How Publica will work to close the gender pay gap

Publica is striving to do everything it reasonably can to reduce the gap. However this can be challenging as it is dependent on a number of factors e.g. career choices. Publica is committed to a policy of equality of opportunity in its employment, procedures and practices, ensuring they remain non-discriminatory and are compliant with current legislation.

To ensure that the jobs employees undertake are of equal value, in setting the pay levels, Publica has a new pay framework developed with recognised trade unions. Evaluations are undertaken for all new jobs and where jobs significantly change.

We have drawn up an action plan to further support the closing of the gender pay gap as set out below.

We will:-

- Review recruitment and selection processes look to support our commitment to offer internal promotion opportunities and help develop long-term careers for female employees with varied career pathways and continuous development.
- Ensure our sourcing strategies maximise opportunities to attract diverse talent, reviewing role descriptions, agency partnerships and our careers page.
- Deepen talent discussions to proactively identify pipeline talent, both internally and externally, particularly in areas with lower representation levels and amend our communication to make it clear where we have particular under-represented areas.
- Ensure our offer of flexible and agile working is available throughout Publica for all levels of jobs.
- Continue to develop our agile working approach to offer further flexibility that will enable employees to continue to develop within the organisation whilst still enabling them to get the best out of their home/work life balance.
- Support women returners to work following maternity/adoption leave in order to enable them to return to work and maintain a healthy work life balance.
- Review our selection panels to ensure all steps within the recruitment process have an appropriate gender balance
- Review our job descriptions to ensure there is no unconscious gender bias
- Publicly support events such as International Women's Day
- Continue to develop policies that support the female workforce such as the menopause policy that supports women in the workplace
- Identify key business sectors that have diversity issues and respond with initiatives such as the Tech Talent Charter which seeks to encourage diversity into ICT roles.

Signed

Date: 21 March 2023



Frank Wilson

Group Finance Director

Publica Limited